

Code of Conduct for suppliers

Approved by Lindbäcks Group's Board
of Directors 4.12.2024

**Industrialized construction.
Healthy living.**



A family-owned group of companies with strong values

Lindbäcks is a family-owned sustainable community builder. Since 1924, we have developed by means of continuous improvements and an innovative corporate climate. We develop, build, sell and manage the housing solutions of the future.

Good relationships are founded on trust, and it is important that the world can rely on Lindbäcks. All employees at Lindbäcks must therefore be businesslike and professional in their actions at all levels and follow Lindbäcks' Code of Conduct. Lindbäcks has the same high expectations on its suppliers, and it is for this reason

that this Code of Conduct for suppliers has been developed. The Code is based on our values and principles, and on UN Guiding Principles on Business and Human Rights and ILO conventions although it is Lindbäcks' own identification of the most relevant issues relating to sustainability that forms the basis of the con-

tent of the Code of Conduct. The Code applies to all wholly-owned companies within Lindbäcks Group. There is more information available about Lindbäcks' values, principles and work on sustainability at www.lindbacks.se.

Our values and principles must be followed and form the basis of all decisions and choices we make within the organisation.

By means of collaboration, dialogue and support, Lindbäcks aims to work together with its suppliers to make sure that the Code of Conduct is followed.



The owner family: Gösta Lindbäck, Anna Bergsten, Hans Lindbäck, Annica Lindbäck, Erik Lindbäck and Stefan Lindbäck.

We observe laws, rules and the principles of the UN Global Compact

For us, it is obvious that we shall comply with laws and regulations, but also go further than we have to. Companies play a crucial role in the transition to a more sustainable society. Together, we can influence development in a more positive direction and solve some of the world's biggest challenges. In line with this, our entire philosophy is based on the UN's ten guiding principles.

HUMAN RIGHTS

2

Businesses should make sure that they are not complicit in human rights abuses.

LABOUR

3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

HUMAN RIGHTS

1

Businesses should support and respect the protection of internationally proclaimed human rights.

LABOUR

5

Businesses should make sure that no forms of child labour are used.

LABOUR

6

Businesses should strive for the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

7

Businesses should support a precautionary approach to environmental challenges.

ENVIRONMENT

8

Businesses should undertake initiatives to promote greater environmental responsibility.

ENVIRONMENT

9

Businesses should encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

10

Businesses should work against corruption in all its forms, including extortion and bribery.

The Code of Conduct for suppliers – for whom and how do we follow up?

We expect all suppliers that provide products and/or services to companies in the Lindbäcks Group to comply with the content of the Code of Conduct. We consider all people who work for the supplier to be employees, whether they are employed directly, are subcontractors or have been hired via an agency.

We therefore expect our suppliers to work systematically to guarantee compliance throughout their chain of suppliers.

In order to identify, prevent and address any risks related to human rights, labour law, taxation and anti-competitive practices, Lindbäcks will follow up on compliance with the Code of Conduct and international standards. The follow-up can be in the form of audits or self-assessment forms and the supplier is under an obligation to cooperate in order to facilitate a possible visit. If there is any suspicion that something is wrong, this must be reported to our HR Department or use our whistleblower function "Inte OK".

If Lindbäcks discovers any deviations from the conditions in this Code of Conduct, and improvements are not made within an agreed period, Lindbäcks reserves the right to take necessary measures or to terminate the collaboration.

Laws and ordinances

- Lindbäcks' suppliers shall comply with laws, ordinances, regulations and standards and comply with all applicable tax rules.
- Employees shall have working conditions equivalent to those that apply under relevant collective agreements.
- The supplier shall have all of the permits, licences and registrations required to run its business.
- The supplier shall respect the UN's Global Compact and treat its employees fairly, equally and with respect for the equal value of all people.

Business ethics

The supplier's business shall be characterised by a high standard of business ethics, be run in accordance with good business practice, promote free competition and maintain a high ethical standard. The business shall observe the principles set out in the Code to Prevent Corruption in Business issued by the Swedish Anti-Corruption Institute (IMM) and be free of corruption, bribery, money-laundering and unauthorised restriction of competition.

<https://www.institutetmotmutor.se/skrifter/naringslivskoden/>

Representation and gifts shall be characterised by openness, moderation and always have a natural connection to the business relationship.

If the supplier has access to information that is confidential or of an internal nature for Lindbäcks or our customers, it shall be handled responsibly and only used for the purpose for which it is intended and may not be disclosed to unauthorised parties.

We continuously evaluate and improve the company's processes and policies to ensure that they comply with the latest international standards and best practices in sustainability and business ethics.



Working conditions, occupational health and safety and environmental impact

The supplier shall support and respect internationally declared human rights and treat its employees and suppliers fairly, equally and with respect. There must be no discrimination. The supplier shall make sure that harassment, bullying, threats, oppression or other violation does not occur in the business. The supplier shall respect the rights of employees to organise in trade unions and their opportunity to conduct collective bargaining negotiations without any risk of punishment, threat or harassment.

All employees shall have:

- Written terms of employment translated into a language they understand.
- The right to statutory leave, including sick leave and parental leave.
- The right to a day of rest in accordance with current legislation.
- Statutory wages shall be paid regularly, directly to the employee, at the designated time and in full.
- All work shall be carried out under voluntary conditions. No form of forced labour or work associated with any form of threat or punishment is permitted.
- No employees may be forced to deposit items of value or identity papers with their employer.
- There must be no child labour. If there is no national legislation against child labour where operations are conducted, no one under the age of 15 may be employed.
- The supplier shall provide a safe, healthy work environment that complies with laws and agreements, and prevent incidents and injuries.
- All employees shall be covered by an accident insurance policy. Any accidents that occur while work is being carried out for Lindbäcks shall be reported without delay directly to the main contact within Lindbäcks.
- Employees shall be provided with information about any health risks that the job might involve, and have access to and use relevant protective equipment.
- The supplier shall make sure that employees are not under the influence of alcohol or drugs during working hours.

Reduce environmental impact

Lindbäcks strives actively to continuously reduce the company's direct and indirect environmental impact. Our suppliers shall also work systematically, resolutely and proactively to reduce their environmental impact, including reducing climate impact, prevention of pollutants and minimise waste volumes and emissions to air, ground and water. They must also:

- Comply with the laws and regulations associated with measuring, following up and reporting environmental and climate data and make corresponding demands on their subcontractors.
- Provide the climate data required in connection with the statutory climate declarations.
- Have a system for taking care of all waste that is generated in its work for Lindbäcks. The goal shall be to reduce the total volume of waste that is generated and to avoid waste being sent to landfill or incineration by recovering and reusing more.
- Make sure that the required data and certificates are available for compliance with relevant requirements for the use of products and materials in Lindbäcks' properties.
- In addition to what is stated here, the supplier shall also observe all specific environmental requirements that may have been specified in connection with the procurement process.



