

GDG SUPPLIER CODE OF CONDUCT

Götesson Design Group (GDG) aims to contribute to sustainable development for present and future generations. In our own business and in partnership with our suppliers we have the ambition to understand, prevent and mitigate actual or potential negative social, environmental, business ethical consequences and contribute to a more sustainable business, industry and society.

The GDG Supplier Code of Conduct (Supplier Code) is developed both to describe the minimum requirements to work with GDG, but also to guide suppliers in this responsibility. GDG expects all suppliers to comply with this Supplier Code.

In addition, GDG encourages suppliers to establish, implement and maintain recognized management systems and to act beyond compliance, towards sustainable development.

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Commitment to legal compliance & other conventions

Conducting business with GDG requires that the supplier's operations comply with all legally required laws, permits, approvals, licenses, registrations, inspections, and that related reports shall be in place, up to date and available for inspection upon request. The requirements in the Supplier Code are aligned with the UN Global Compact's 10 principles, ILO Core Conventions, UN Convention against Corruption, UN Convention on the Rights of the Child, the OECD guidelines for multinational enterprises and the UN Guiding Principles on Business and Human Rights.

If any of the requirements of this supplier code differ from what is stated in national legislation, the supplier must apply the more stringent requirements.

Acceptance of the Supplier Code

All business relations between GDG and our suppliers must be founded on transparency, trust and cooperation. By signing this Supplier Code of Conduct the supplier accepts and enact the GDG requirements by content and implementation.

This Supplier Code applies to all GDG's suppliers and all their personnel. "Supplier" refers to every organization or individual that supplies services, products, material or components to GDG. The Supplier code applies to personnel at the supplier, regardless type of employment and includes own employees, hired staff, probationary employees, temporary employees and trainees.

It is the supplier's responsibility that all personnel needed to implement this supplier code are informed of the requirements. It is also the supplier's responsibility that the requirements under this supplier code are communicated to subcontractors and suppliers in the supply chain and implemented accordingly.

The signature of supplier code is a prerequisite to do business with GDG.

Compliance

Signatories are committed to compliance with the Supplier code. In case of temporary non-compliance, GDG have processes in place to take scale and scope of the non-compliance into consideration, seeking sustainable solutions with an agreed plan of action according to the GDG routine for deviation management.

Non-compliance or failure to remedy identified non-compliances within a reasonable time and plan, can be regarded as a material breach and entitle GDG to terminate the contractual relationship with the supplier.

Collaboration

Achieving compliance in the supply chain is challenging and a collaborative approach is needed. GDG believes in communicating clearly about expectations. Understanding risks and providing support are necessary to ensure transparency and compliance.

In support of our suppliers and their supply chain partners, the GDG supplier guidance and on-demand support can be used. It is, nevertheless, the supplier's responsibility that the requirements of this Supplier Code are fulfilled.

Monitoring

Signing the Supplier Code allows GDG the right to evaluate and verify compliance, by means of dialogue, self-assessment questionnaires, or follow-up audits, either by GDG employees or by a GDG-selected third party. As GDG seeks to work in partnership with suppliers, any monitoring at the supplier or sub-supplier is conducted upon agreement with the supplier.

In order to comply with legal mandates and due diligence frameworks mentioned, suppliers must trace and manage their upstream supply chain. Upon request, the supplier shall provide contact details, locations of subcontractors and necessary documentation, from their supply chain of raw materials and components.

Failure to allow for verification through the above-mentioned monitoring tools within a reasonable time, can be regarded as a breach of the Supplier Code.

Social responsibility

Human Rights

Like GDG, any company supplying goods or services to GDG shall support and respect international human rights and have systems in place to safeguard that no breaches of human rights are present either directly or indirectly. GDG expects our suppliers to conduct due diligence of its supply chain to seek that no violations of human rights are present.

Workers rights:

Child labour

In accordance with ILO 138 and 182 and the UN Children's Convention 32, the supplier shall ensure to eliminate all forms of child labour and other forms of exploitation within the organization's sphere of influence.

No person who has not completed compulsory education or under the age of 15 shall be employed by suppliers to GDG. Work performed by children (15-18 years) must not be hazardous and must be supervised with respect for the children's best interests and according to national legislation.

Forced labour

Forced labour in any form of involuntary or unpaid work, in accordance with ILO 29 and 105 is not tolerated by GDG. Employees shall be allowed to leave their work after working hours regulated by national law or agreements. No employee should be forced to hand over identity documents or pay a deposit to the employer. If any form of forced labour or modern slavery is present in its supply chain, the supplier shall take immediate actions to remediate.

Trade Union Freedom

In accordance with ILO 87 and 98, suppliers shall maintain union freedom, organizational right and recognize the right to collective negotiations for all employees. No penalties for membership in a trade union or similar organization may occur. Where the right to freedom of association and collective bargaining is restricted by law, employers shall not impede the development of parallel means of independent and free association and bargaining.

Working Conditions:

Employment terms, salaries, and working hours

The supplier shall ensure that all employees understand their employment terms. The supplier shall work for decent working conditions for all men and women, including young people and people with disabilities. The minimum wage shall be the highest of at least the statutory minimum wage, or practice in the local area or industry. Working hours shall be included in the employment contract and follow national legislation or industry practice.

Working hours, excluded overtime, shall not exceed 48 hours per week. Overtime should be used in a responsible manner and must not be used to replace regular employment. Overtime should always be compensated with a premium.

The total number of hours worked during a seven-day period must not exceed 60 hours, except when it is covered by following:

- it is allowed according to national legislation
- it is permitted according to a collective agreement that has been freely negotiated with a workers' organization representing a significant part of the workforce
- appropriate protective measures are taken to protect workers' health and safety
- the employer can show that exceptional circumstances exist, such as unexpected production peaks, accidents, or emergencies

Workers shall be given at least one day off during each seven-day period or, if permitted under national legislation, two days off during each 14-day period

Deductions from wages as a disciplinary measure shall not be permitted, nor shall deductions from wages not provided for, in national law be permitted without the express consent of the worker concerned. Work shall, to the greatest extent possible, be performed under a recognized employment relationship in accordance with national law and practice. Employers must not use contracting arrangements (such as labor-only contracting), fixed-term contracts, or apprenticeship schemes to circumvent obligations under labor or social security laws

Non-discrimination

All employees shall be treated with respect and dignity. In accordance with ILO 100 and 111 and national and international law, suppliers are expected not to discriminate against any worker or group based on gender, ethnicity, sexual orientation, religion, disability, pregnancy, political views, age, union membership, social background, national origin, race, skin colour, parental or marital status, or any other traits protected by law in hiring or other employment practices.

The supplier shall promote equal opportunities within its operations. Harassments in the form of physical or psychological abuse or any kind of intimidation or other threats are strongly prohibited.

Working environment, health and safety

All suppliers to GDG are expected to provide a working environment that is healthy, safe and in accordance with relevant local laws for all employees.

In accordance with ILO 155 and 170, suppliers must systematically identify workplace-, fire- and chemical hazards, train employees preventively, offer and ensure availability and use of appropriate protective equipment as well as provide sanitary and hygiene conditions.

Accommodation, if provided, shall be clean, safe and meet the basic needs of workers. The responsibility for health and safety shall be assigned to a representative of top management.

Environment

GDG expects all suppliers to comply with all applicable environmental legislation and work to continuously reduce the environmental impact of their operations. Suppliers are encouraged to contribute to long-term, sustainable development through active and systematic environmental work.

Climate change, biodiversity and pollution to land, water and air

Sustainable ecosystems, biodiversity and a stable climate are foundations for our life on the planet, and thus the framework for how GDG and our suppliers do business. The supplier must always work accordingly to the precautionary principle and comply with national legal obligations regarding hazardous substances and chemicals usage, impacts on biodiversity and ecosystems as well as pollution of land, water and air.

GDG encourages all suppliers to set and adapt a climate plan in alignment with the Paris agreement to be well prepared for coming climate legislation and Supplier Code of Conduct updates.

Environmental rights

The principles of a safe, clean, healthy, and sustainable environment shall be respected. All people have the right to self-determination and to their natural resources and shall not be deprived of their livelihoods through unlawful eviction or the taking of land, forests, or water. The rights of indigenous peoples to their traditional lands, territories, and resources shall be respected, including the right to free, prior, and informed consent.

Traceability, resources, waste and circularity

The use of resources such as chemicals, water, energy and raw materials shall be reduced and minimized. The supplier shall work according to precautionary principles to minimize and/or eliminate the negative impact on people and the environment from the resources used. Circular initiatives such as investing in new technology, processes and material or products are encouraged and should be promoted to GDG.

Signing the Supplier Code is also an obligation to ensure traceability of legally relevant raw materials and submit necessary documents and supply chain information to comply with relevant legislation.

Business ethics

GDG selects suppliers of goods and services based on merit. GDG expects high standards of ethical conduct and compliance with all applicable laws. Any involvement in corruption, including bribery, blackmailing, off-the-book accounts or preferential treatment in any form is unacceptable when doing business with GDG. No agreements shall be entered into that aim to distort competition or abuse a dominant position. Employees shall receive regular training in business ethics.

Corruption

Corruption means abuse of entrusted power for private gain. It includes conflicts of interest, bribery, preferential treatment, facilitation payments and sponsorship.

Bribery

No employee of GDG and no supplier shall offer, provide, authorize, request, accept or receive a “bribe”, either directly or indirectly.

A “bribe” means an improper benefit, whether a financial benefit or other advantage, if the purpose of the benefit is to encourage improper performance or misuse of a person’s position.

A bribe can take many forms and shapes, for example (but not limited to):

- × Cash or any other form of payment (discounts, commission, bonuses, kick-back or fees) to any person at GDG
- × Gifts, or any item with a value above 50 EUR
- × Payment of travel Expenses/accommodation

The above forms and situations are defined a “bribe” and prohibited if both offered or received from or to suppliers or subcontractors.

Hospitality

This does not prevent employees of GDG from offering or receiving promotional hospitality such as lunch or dinner designed to build good business relationships. Such occasions must, however, be openly offered and accepted. It must also be kept professional and otherwise compliant with anti-corruption policy legislation. Breach of this will ensure immediate action, such as

warning or termination of contractual relationship / termination of employment of the GDG representative.

Off-the-book accounts

Off-the-books accounts, manipulation of documents, and similar fraudulent practices are non-acceptable.

Preferential treatment

When doing business with GDG, personal relations must not influence decisions over merit. To manage any risk of preferential treatment, suppliers are expected to follow GDG stipulated purchasing processes.

Tax arrangements

Tax arrangements shall not be used if their legality is unclear, nor tax planning that takes advantage of gaps in tax rules to shift profits to low-tax countries.

Contact

Suppliers that are aware of, or suspect, misconduct or breaches of law of this Supplier Code of Conduct have the responsibility to raise these issues. The earlier a problem or breach of this Supplier Code is discovered, the better chance GDG and supplier partners have in remediating the situation.

Violations of the Supplier Code are to be reported to GDG either through a GDG contact person or through the GDG whistleblowing system. The GDG whistleblower service is a confidential reporting channel to raise concerns about misconduct.

The system is provided and managed by an external and neutral party. Reporting can be done 24 hours a day, all year round. In addition to the web-based solution, reports can also be submitted through a physical meeting or orally through a phone line.

The anonymous reporting function is accessed via:

- <https://wbreport.kpmg.se/5592036502> or
- KPMG Whistle Blower system: +46 (0)771 401 683

Governance of the Supplier Code

GDG has a publicly disclosed Supply Chain Sustainability management program and has an internal routine to govern the supplier code and to systematically prevent and manage compliance with this code. Furthermore, the GDG purchasing process, controls that no orders can be placed on non-approved suppliers

Summary of Supplier Requirements

A signature and acceptance of this Supplier Code is a pre-requisite for doing business with GDG.

It is the signatory of this supplier code (management at the supplier) that is accountable to meet all relevant regulatory compliance and requirements. This responsibility relates both to the supplier's own organization as well as the cascading of requirements to the supplier's own supply chain.

In case of risk or temporary non-compliance, GDG seeks transparency and collaboration for systematic lasting solutions. To accomplish this, GDG follows the *GDG routine for deviation management*

Ulricehamn 2026-06-17

Emil Johansson

CEO

We hereby certify acceptance and implementation of GDS's Supplier Code of Conduct

Supplier (Full corporate name as in Supplier contract)

Title

Reg. no (Corporate identity number)

Print name

Signature of management member

Place and date
