

YOUR PARTNER IN INDUSTRIAL EVOLUTION

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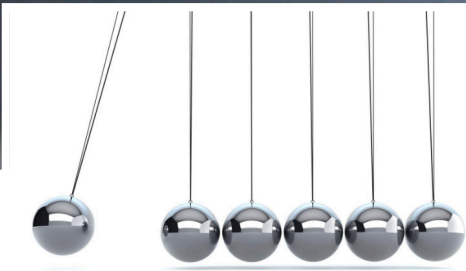
SUPPLIER CODE OF CONDUCT

VERSION: 1.1

APPROVED: 26.11.2024

APPROVER: MANAGEMENT TEAM

OWNER: CEO



STERA

RESPONSIBILITY AND CONTINUOUS IMPROVEMENT



Responsibility and continuous improvement are an important part of our daily work. Stera's way of working is guided by the laws and regulations in force. By adhering to Stera's values and code of ethics, we create added value for our stakeholders.

The Supplier Code of Ethics ensures the basis for a responsible supply chain. Stera enforces the Code of Ethics with suppliers, subcontractors and other partners and expects everyone to act in accordance with the principles of the Code of Ethics.

Laying the foundations for ethical rules: ISO45001, ISO14001, Agenda 2030 targets, ILO Declaration on Fundamental Principles and Rights at Work and ILO Core Conventions. We review this document every two years and update it as necessary.

STERA VALUES

CUSTOMER FOCUS

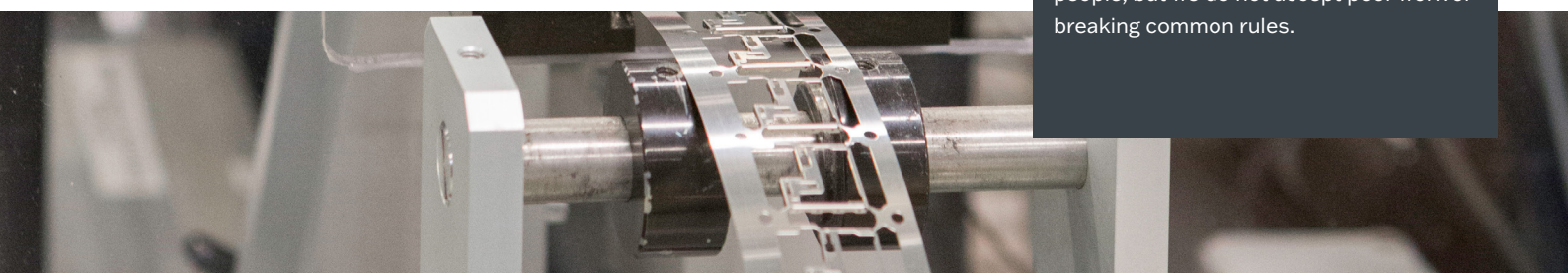
We wish to deepen our cooperation with our customers to find new and increasingly competitive solutions to their needs. We keep our promises, we are flexible, and we can adjust changes the customer's may require. We analyse our operations and make continuous improvements.

EFFECTIVENESS

Each of us take responsibility for ensuring that matters progress smoothly and sensibly. Together, we set challenging goals and move towards them in a planned and productive manner. We are constantly developing our operations, productivity, and expertise, and devising new solutions.

EMPLOYEE SATISFACTION

We value and encourage each other as well as trust each other, and share the knowledge and skills we need to work with each other. We provide constructive feedback. We accept the differences between people, but we do not accept poor work or breaking common rules.



SUPPLIER CODE OF CONDUCT

COMPLYING WITH THE LAW

- Stera is committed to complying with laws, regulations and rules.
- Suppliers and subcontractors in the supply chain must comply with applicable laws, regulations and rules. These must be taken into account in all activities and trade.
- The Supplier must take care of the documentation and payments related to the transport of goods from one country to another in accordance with the legislation.
- Suppliers must have a method to ensure compliance with the law.
- There must be an anonymous reporting channel for potential grievances, as required by the legislation, and a defined process for handling reports.

HEALTH AND SAFETY

- The Supplier must ensure safe working conditions for workers.
- The Supplier must have an emergency plan and tested emergency preparedness.
- The workplace must have access to toilets and eating facilities.
- The employer must ensure that the necessary protective clothing and other protective equipment is available to the workers and that they are instructed in its use.
- Hazard identification and risk assessments must be carried out and kept up to date. Risk assessments must cover the entire company, production workplaces, machinery and chemicals. Efforts should be made to eliminate any deficiencies identified.
- Chemical safety data sheets must be available to workers, together with the necessary protective equipment.
- The Supplier must monitor accidents and occupational diseases and have a monitoring system in place for this purpose.

SIGNATURE

By signing this document, the Supplier agrees to take the necessary measures to implement and comply with the principles listed above.

Date: _____

Supplier name: _____

Name and title _____

Place: _____

HUMAN RIGHTS

- The Supplier must respect and promote in its activities the universal human rights as defined in the United Nations Declaration of Human Rights. These include freedom of thought, opinion, expression, religion, peaceful assembly and the right to belong to a trade union.
- No one is discriminated against on the basis of race, age, nationality, gender, or sexual orientation.
- The Supplier shall not accept the use of forced or child labour in the supply chain.
- Working conditions must comply with the law and collective agreements.
- The Supplier shall ensure that working hours, wages, benefits and overtime pay comply with the law and collective agreements.

FAIRNESS AND CONFIDENTIALITY

- Suppliers or third parties must not seek advantage through bribery or other forms of corruption. In addition, it is not permissible to offer substantial bribes to Stera employees to improve business.
- The Supplier must commit to fair dealing in compliance with applicable competition laws.
- The conduct of business is confidential.
- The Supplier must inform Stera of any potential conflict of interest.
- The Supplier should avoid using counterfeits and only buy materials from reliable/authorised suppliers.

ENVIRONMENT

- Stera's Suppliers and partners must comply with conflict minerals laws and ensure that the minerals purchased do not include conflict minerals (tantalum, tin, tungsten, gold) originating in the DRC (the Democratic Republic of the Congo). The Supplier must also be prepared to submit a conflict minerals report.
- For materials (components as well as raw materials), the Supplier must comply with the laws and regulations, for example reach, RoHS, TSCA, PFAS, POPs, and provide a report or certificate upon request.
- There must be a process for handling waste and hazardous waste, and the Supplier must ensure that it is handled properly throughout the waste life cycle, taking into account safety considerations.
- The Supplier should measure its carbon footprint and set targets for greenhouse gas emissions to prevent global warming in line with the GHG Protocol guidelines.

DATA PROTECTION AND PRIVACY

- The Supplier must treat all information confidentially and carefully and the information may only be used for the agreed activities.
- The Supplier shall monitor and comply with the requirements of the GDPR, ensuring the protection of personal data.
- Regular security risk assessments shall ensure the functionality and reliability of the system.

For the sake of clarity, it is stated that these ethical rules do not in themselves constitute any kind of contractual relationship between Stera and the supplier or any commitment to enter into a contractual relationship or any other arrangement. In the case a contract is formed between Stera and the Supplier, these ethical rules do however form an integral part of the said contractual relationship.

STERA