

## CAVERION SUPPLIER CODE OF CONDUCT

### Purpose

Caverion is committed to the highest business ethics and standards as outlined in Caverion's Code of Conduct. Caverion operates with integrity towards its suppliers and treats them professionally, fairly and equally.

Caverion expects all of its suppliers, including entities affiliated to it, to commit to equally high business ethics and standards. This Supplier Code of Conduct ("SCoC") sets out Caverion's minimum requirements for its suppliers to adhere to and to implement throughout its business. Caverion requires that its suppliers review and comply with this SCoC at any time.

### Principles

#### Compliance with laws, regulations and instructions

The Supplier shall operate in compliance with all applicable laws, rules and regulations where the Supplier conducts business. In particular, the Supplier shall ensure that all its duties, obligations and undertakings in relation to Caverion are performed in a manner which does not infringe any law or regulation applicable to the Supplier, Caverion and the transactions between them. The Supplier shall observe and adhere to all instructions given by Caverion for the delivery or task in question.

#### Human and labour rights

The Supplier is expected to respect human rights arising out of international treaties, in particular the United Nations' Universal Declaration of Human Rights.

The Supplier shall comply with the fundamental conventions as defined by the International Labour Organization (ILO). The Supplier shall not use any child or forced labour in any of its operations or activities and shall have a system in place to ensure compliance with this requirement.

### Management Systems

The Supplier shall have appropriate management systems in place to secure adherence to the SCoC and the applicable laws and regulations.

### Security, occupational health and safety

The Supplier is responsible for the health and safety of its employees.

The Supplier is required to provide training and ensure that employees are educated in health and safety issues. The Supplier shall investigate and report to Caverion any health or safety related incidents relevant to the cooperation with Caverion. If the Supplier is working at a site of Caverion or its customer, the Supplier is required to comply with all health and safety instructions of Caverion and its customer.

### Environmental impact

The Supplier shall minimize any adverse impact of its operations on the environment and demonstrate continuous improvements in minimizing these impacts.

### Business integrity

The Supplier shall conduct its business in an ethical and responsible manner and shall compete fairly by strictly complying with competition and anti-trust laws in all aspects of its business. Corruption and bribery are not tolerated in any form. The Supplier shall ensure that sufficient procedures for potential conflict of interest situations are in place and shall always disclose any financial interest an employee of Caverion may hold in the Supplier's business.

The Supplier shall maintain accurate and transparent accounts and records of its business transactions and financial figures. The Supplier ensures proper handling of personal, confidential information and intellectual property rights related to Caverion and others.

### Implementation of the requirements by own suppliers

The Supplier shall ascertain that its own Suppliers have implemented and shall comply with the requirements that meet or exceed the requirements set out in the SCoC.

### Audit and termination

Supplier shall allow Caverion or any third party authorized by Caverion and reasonably acceptable to Supplier, to conduct in the presence of Supplier an audit of the Supplier's operations for the purpose of verifying the Supplier's compliance with the SCoC. At Supplier's request, the parties involved in any such audit shall enter into a confidentiality agreement reasonably acceptable to parties, regarding the findings of the audit. The right to audit may take place at any reasonable time or times upon advance notice.

Without prejudice to any other rights Caverion may have, Caverion shall have the right to terminate any contractual relationship with Supplier at the liability of Supplier in case of non-compliance with the SCoC.

### Reporting of non-compliance and seeking advice

The Supplier shall report immediately to Caverion any non-compliance with the SCoC. The Supplier shall not permit any retaliation against any individual who, in good faith, seeks advice or reports a violation or a potential violation.

To inquire about the requirements of the SCoC please contact [compliance@caverion.com](mailto:compliance@caverion.com).

To report a violation or a potential violation against the SCoC, please contact <https://secure.ethicspoint.eu/domain/media/en/gui/100743/index.html>

Signature:

Supplier:

Authorize Signatory:

Date: