

BALCO

GROUP



Code of Conduct

FOR OUR SUPPLIERS

BALCO GROUP



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Last revised by the Balco Group's Board of Directors at its meeting on 3 December 2024.

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Introduction, purpose and application

The Balco Group's Code of Conduct for Suppliers has been developed with the aim of encouraging fair and secure working conditions and protecting human rights, as well as seeking to uphold a responsible approach to environmental issues and apply high ethical standards, both within the Balco Group and at our suppliers.

The Code of Conduct applies to all Balco Group companies, board members, group management, managers and employees, and as far as possible

to suppliers, business partners, subcontractors and customers.

Balco Group does not accept any violations of the Code of Conduct, and reserves the right to discontinue business partnerships where the supplier seriously or repeatedly violates the Code of Conduct.



Our core values

Our core values – Pride, Entrepreneurial Spirit, Quality – are the foundation on which both our business and our brand are based. Balco Group's core values describe what characterises us and what we stand for.

| **Pride**

We are proud of our history and our success. We are proud of our fellowship, and of the respect we show to one another and our customers. We are proud that our product not only contributes to an improved quality of life and creates a place for life but also provides positive effects seen from a sustainability perspective.

| **Entrepreneurial spirit**

Since its inception our business has been characterised by an entrepreneurial spirit, which is just as important today as it was then. Innovation, creativity and entrepreneurship lead to creation of growth and development of both products and people, which will always be a priority at Balco Group. By being responsive to our customers' needs, whilst fearless, we continue to drive the industry's development forward.

| **Quality**

By having quality as one of our guiding principles, we have laid the foundation for what Balco Group is today and for what we will be in the future – a reliable and safe partner throughout the balcony project. A steady focus on stable processes and sustainability combined with job satisfaction mean that Balco Group is associated with quality, both by our customers and partners and by our employees.



Principles

Laws and regulations

The supplier shall always comply with applicable laws such as environmental legislation, competition rules, labour law, fiscal legislation and safety requirements, as well as other laws, regulations and ordinances in the countries in which they operate. Balco Group conducts its business with great integrity and morality, and presumes and requires our business partners will act in a similar manner.

Customer and supplier relationships

We honour the agreements we have entered into, and make the same demands of our customers and business partners.

Bribery and corruption

The supplier shall act responsibly and ethically, and never directly or indirectly accepts bribes or other improper benefits or remuneration. We make decisions based on Balco Group's best interests, and never take personal gain into account. Situations where long-term objectivity could be affected, e.g. by participating in travel and major events, must be avoided.

Competition laws

The supplier shall not participate in any illegal trade partnerships or cartels, and neither is competition permitted to be affected or distorted by gifts, bribes, price collusion or abuse of market dominance.

Fair working conditions and work environment

Balco Group's suppliers shall comply with the laws and any collective agreements in the

countries in which they operate. The supplier shall ensure that its employees have a safe, secure and sustainable work environment, with a focus on preventing accidents and ill health, and on promoting systematic work on the work environment. Balco Group only cooperates with business partners who ensure a safe, secure and healthy work environment with fair employment conditions where their employees' human rights are safeguarded.

Child labour

Balco Group does not accept child labour, defined as work done by persons under the age of 15, either within Balco Group or at our suppliers.

Fair terms of employment

The supplier is never permitted to undercut national legislation regarding the minimum wage and other statutory remuneration. Working hours shall comply with the national legislation of the country in which the supplier operates.

Environment

Balco Group cares about the environment and the climate. For us, it is important that not only we but also our suppliers assume responsibility for the environment by conducting business responsibly and working to reduce the environmental impact.

Implementation and monitoring

Balco Group's suppliers, through their responsibility commitments, are obliged to ensure that their own employees and their subcontractors read and understand as well as commit themselves to acting in accordance with the principles in this Code of Conduct.

The Code of Conduct shall be monitored by the supplier as a natural part of day-to-day operations. The supplier is responsible for monitoring compliance at its subcontractors. The supplier is urged to report violations of applicable laws and regulations, or of this Code of Conduct, where they are committed by Balco Group's own employees. Such reports are made

using Balco Group's whistleblower function on the Balco Group's website. Balco Group does not accept any discrimination or retaliation against employees of suppliers who report suspected violations.

Balco Group reserves the right to verify compliance with this Code of Conduct at the supplier and any subcontractors, including through monitoring and audits at the supplier's and through contact with the supplier's employees regarding the relevant delivery.



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