

Supplier Code of Conduct

1. Introduction to Byggmax Group

Byggmax Group is a prominent player in the Nordic home improvement and building materials market, recognized for its cost-effective and customer-centric approach. Founded in 1993 in Sweden, Byggmax has grown exponentially, expanding its footprint across the region with a strong presence also in Norway, Finland, and Denmark.

Mission and Vision

The core mission of Byggmax Group is to provide high-quality building materials at the lowest possible prices, enabling both professional builders and DIY enthusiasts to achieve their construction goals affordably. The company's vision is to be the best DIY retailer in the world. Byggmax Group strives to be the leading low-price retailer in the home improvement sector, leveraging innovation and efficiency to enhance customer satisfaction.

2. Purpose of the Supplier Code of Conduct

This Supplier Code of Conduct sets forth the principles and standards of ethical behavior and practices that suppliers must adhere to when conducting business with Byggmax Group. We are committed to ethical, social, and environmental responsibility, and we expect our suppliers to share this commitment.

3. Legal Compliance

Suppliers must comply with all applicable laws, regulations, and industry standards of the countries in which they operate. This includes, but is not limited to, laws related to labor, health and safety, and the environment.

4. Labor Practices

- **Child Labor:** Suppliers must not employ individuals below the legal working age. Suppliers should support the elimination of child labor as defined by the International Labour Organization (ILO).
- **Forced Labor:** Suppliers must not use any form of forced, bonded, or indentured labor.
- **Discrimination:** Suppliers must provide a work environment free of harassment and discrimination based on race, color, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin, or marital status.
- **Wages and Benefits:** Suppliers must pay workers in accordance with applicable wage laws, including minimum wages, overtime hours, and mandated benefits. Workers should be compensated in a timely manner.
- **Freedom of Association:** Suppliers must respect the rights of workers to associate freely, form, and join workers organizations of their own choosing, seek representation, and negotiate collectively.

5. Health and Safety

Suppliers must provide a safe and healthy work environment, minimizing occupational hazards and risks. This includes:

- Ensuring workers have access to clean drinking water and sanitary facilities.
- Implementing emergency preparedness procedures.
- Providing necessary health and safety training.
- Providing personal protective equipment.
- Maintaining facilities and equipment to ensure safe operations.

6. Environmental Responsibility

Suppliers must adhere to all applicable environmental laws and regulations and are encouraged to seek opportunities for environmental improvement and innovation. Suppliers must minimize their environmental impact by implementing practices that promote sustainability, such as:

- Reducing waste and emissions.
- Reducing energy consumption.
- Conserving natural resources.
- Promoting the use of environmentally friendly technologies and practices.

7. Business Integrity

- **Anti-Corruption:** Suppliers must not engage in any form of bribery, corruption, extortion, or embezzlement.
- **Fair Competition:** Suppliers must conduct their business in line with fair competition and antitrust laws.
- **Confidentiality:** Suppliers must protect all confidential information provided by Byggmax Group and use it only for the purposes authorized under the contractual agreement.

8. Subcontractors and Other Business Partners

Suppliers are expected to promote responsible practices throughout their supply chain, and are responsible for ensuring that their subcontractors and other business partners adhere to the principles outlined in this Code of Conduct. Suppliers should have appropriate measures in place to evaluate and monitor their partners compliance.

9. Monitoring and Compliance

Suppliers must allow Byggmax Group and its representatives to conduct audits and inspections to ensure compliance with this Code of Conduct. Suppliers must provide accurate and complete information to facilitate these audits.

10. Reporting Violations

Suppliers and their employees must report any suspected violations of this Code of Conduct. Reports can be made confidentially through <https://report.whistleb.com/en/byggmax>

11. Acknowledgment

Adherence to this Supplier Code of Conduct is a condition of doing business with Byggmax Group. Failure to comply may result in termination of contracts or business relationships. By accepting to work with Byggmax Group, suppliers commit to upholding these principles and contributing to a more sustainable and ethical global supply chain.

Byggmax Group reserves the right to update or revise this Supplier Code of Conduct as needed to reflect changes in laws, regulations, or company policies. Suppliers will be notified of any updates and are expected to review and comply with the latest version of the Code of Conducts.