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Design and innovation for a bright future

Fasadglas Bäcklin AB code of conduct for suppliers & partners

Fasadglas code of conduct gives our suppliers and partners guidelines for decisions and how they should act. The Code of Conduct is based on our values and on initiatives we have adopted, such as the World Economic Forum's Partnering Against Corruption Initiative (PACI) and the UN Global Compact. These initiatives set out principles for human rights, working practices, the environment and corruption. We encourage all our suppliers and partners to establish their own codes of conduct or similar guidelines, provided that the content of this supplier code of conduct is always followed. Façade glass suppliers must make the contents of this code of conduct available to all persons and organizations that provide goods or services within their own value chain.

Who is covered?

This code of conduct for suppliers and partners applies to all organizations that supply Fasadglas Group's companies with products, materials, personnel or services, including direct and indirect suppliers, service providers, subcontractors, intermediaries and agents and, where applicable, also employees of the supplier and its subcontractors and agents. Supplier's issuance of invoices, provision of goods, personnel or services or acceptance of purchase orders constitutes Supplier's agreement to follow the guidelines of this Supplier Code of Conduct.

Business ethics:

Fasadglas strives to achieve long-term business relationships and with environmentally friendly construction create added value for customers, users and shareholders as well as safe and developing workplaces for all staff.

Our suppliers and partners must:

- follow the laws, rules and regulations that apply where they operate or where they offer services to Fasadglas
- ensure that all reports, records and invoices are complete and accurate
- have zero tolerance for bribery and corruption, such as giving or offering anything of value to a government official or company representative, including Fasadglas employees, to influence a decision
- avoid situations that could lead to a conflict of interest in cooperation with Fasadglas, for example exploiting relationships with a business partner and Fasadglas for personal gain
- conduct a legitimate business activity where money laundering or illegal payments do not occur
- respect competition legislation and do not enter into agreements on price fixing or market sharing
- not use or disclose sensitive or confidential information regarding Fasadglas
- never disclose personal data, except to employees or partners who have a legitimate business need for the information, and in that case always in accordance with applicable data protection laws
- make the same demands on their subcontractors and business partners" in their agreements/policy commitments.

Human Rights

At Fasadglas, we support and respect international conventions on human rights and promote diversity and equality.

Our suppliers and partners must:

- promote equal opportunities for everyone regardless of gender, transgender identity or expression, sexual orientation, ethnicity, belief, disability or age
- have zero tolerance for behavior, statements or jokes that can be perceived by others as offensive or humiliating
- contribute to a work environment that is free from hostile, violent, threatening or bullying behavior
- not use forced labor, by e.g. use force or intimidation to force a person to work, retain their employees' identity documents, and must ensure that employees have legal hours, wages and benefits that comply with laws and industry standards.
- have zero tolerance towards child labor
- respect the right of workers to organize themselves in any labor organization of their choice and to bargain collectively
- encourage transparency in the supply chain and take reasonable measures to avoid using raw materials in their production that directly or indirectly finance groups that violate human rights

Health and safety at work

At Fasadglas, we have a zero vision for workplace accidents and work continuously to make our workplaces as safe and healthy as possible

Our suppliers and partners must:

- proactively manage health and safety risks to create an accident-free work environment where occupational injuries and illnesses are prevented

- comply with applicable labor legislation, health and safety laws or international labor standards that have been established by an internationally recognized body, eg. ILO, depending on which standards provide the strongest protection
- ensure that employees have relevant safety training for their work
- take responsibility for and never overlook workplace safety devices or the need for personal protective equipment
- report to Fasadglas about any health and safety incidents and unsafe working conditions related to Fasadglas projects and work

Environmental responsibility

At Fasadglas, we prioritize suppliers who work proactively and systematically for a sustainable environment. Our goal is to be able to produce and develop sustainable products with low climate impact that are traceable throughout the entire supply chain

Façade glass suppliers must:

- ensure that resources are used efficiently and minimize the use of harmful substances and focus on climate, energy, materials and waste and recycling
- proactively work to continuously improve their environmental work, which also applies to the development of the products and services they provide

Compliance and reporting

Façade glass's general strategy is to encourage improvement. If the supplier is guilty of serious deviations or repeatedly shows reluctance to make improvements, this may jeopardize the supplier's business relationship with Fasadglas. Fasadglas will take action against business partners found to be in violation of our guidelines, and in the event of minor, repeated or serious violations, either the business relationship will be terminated, or other measures will be taken. Fasadglas' whistleblower function is a function that enables employees, suppliers, business partners and the public to report possible violations of Fasadglas' code of conduct. All reports are investigated and treated confidentially.

Our suppliers and partners must:

- Notify Fasadglas management if a Fasadglas employee, supplier to Fasadglas or someone else who represents Fasadglas violates national laws or the Fasadglas code of conduct
- ensure that Fasadglas employees or suppliers in connection with investigations are not subjected to reprisals or that their employment is jeopardized, because they have chosen to follow Fasadglas' code of conduct
- inform Fasadglas, if the relationship between Fasadglas and the supplier or its sub-supplier, may mean that Fasadglas risks violating sanctions from the UN, EU or USA.

Jan Lindholm, CEO