

Supplier Code of Conduct

EXCELLENCE IN PULSED POWER

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Table of Contents

- Supplying to ScandiNova 1
- Human Rights 2
 - Equality For Everyone 2
 - Child Labor Rights 2
 - Healthy Working Environment 2
- Fair Labor Conditions..... 2
 - Compensation 2
 - Working Hours..... 2
 - Health And Safety of Employees..... 2
 - Freedom of Association and Collective Bargaining 2
- Environment..... 3
 - Environmental Laws and Legislations 3
 - Cradle to Grave..... 3
 - Recourse Consumption 3
 - Sustainable Waste Management..... 3
 - Material Compliance 3
- Corporate Integrity..... 4
 - Legal Compliance..... 4
 - Corruption and Anti-Bribery 4
 - Confidential and Competitor Information 4
- Follow-up and Enforcement 4



SUPPLYING TO SCANDINOVA

This Supplier Code of Conduct applies to all suppliers and intermediaries of both products and services to ScandiNova Systems AB and its affiliates.

ScandiNova is committed to sustainability in all business activities and intends to do business with highest ethical standards and transparency. With the purpose of ensuring a responsible conduct, ScandiNova's Supplier Code of conduct summarizes the requirements we have on our suppliers. The requirements are in line with United Nations 2030 Agenda for sustainable development and describe the minimum requirements that we expect our suppliers to follow. Beyond this Supplier Code of Conduct all suppliers are expected to comply with applicable national laws, regulations, and standards.

ScandiNova Systems AB provides solid-state modulators that meet our customers' requirements with efficiency and sustainability. Our core values Innovation, Collaboration and Commitment characterizes our entire business.

Innovation is the foundation for our business, and the main reason why we can provide world-class products and solutions. Our customers shall feel confident in that they have hired a vendor at the forefront, offering products and services bringing superior value that meet their needs and support

new concepts and continuous improvements.

Collaboration is our key value on which we base all our relationships. Our customers and partners are our primary source of inspiration and a prerequisite for our innovative culture. Deep knowledge about our customers' and end customers' challenges, needs, and market conditions sets the standards for our business development. We work together with our suppliers, partners and not least between colleagues to create reliable and sustainable products of high quality.

Commitment - when customers choose ScandiNova they should always feel confident that we meet or exceed their expectations and deliver products and services with high quality, including promised product quality, performance, features, and functionality as well as delivery terms, and support. Our ambition is to always plan well, do things right from the start, eliminate risks and keep deadlines.

ScandiNova Systems AB supports local aid organizations and global aid initiatives such as giving both financial and material contribution for those in need. Thus, we also urge our suppliers to contribute and help those in need for a better society.

HUMAN RIGHTS

Equality For Everyone

Suppliers must ensure that human rights and labor laws are respected and complied with. Personal dignity, privacy and rights of each individual must be respected.

Diversity and cultural differences shall be respected, suppliers are not allowed to discriminate against employees on basis of gender, nationality, ethnicity, pregnancy, sexual orientation, or political opinion.

Child Labor Rights

Suppliers shall work actively to prevent child labor, modern slavery, and human trafficking. The minimum age of employees shall be 15 years if no other legislation is in place. For authorized minors, management is responsible for providing age-appropriate working conditions, hours of work and wage, in compliance with applicable law.

Healthy Working Environment

Employment shall be voluntary, and workers shall have the right to enter into or terminate their employment freely.

Suppliers shall provide a safe and healthy working environment and take appropriate action to prevent potential workplace accidents and illnesses. The workplace should be free from harassment and abuse in all forms; physical, mental, and sexual.

FAIR LABOR CONDITIONS

Compensation

All employees and consultants are entitled to a fair salary. Wages, benefits, and overtime compensation shall at the very least comply with national legislation, industry standards and collective agreements.

Working Hours

Working hours, breaks and vacations must comply with national legislation and agreements as well as international agreements. In addition to reasonable working hours, disciplinary measures such as salary deductions are not permitted.

Health And Safety of Employees

Suppliers are responsible for ensuring that their employees and consultants are provided a safe and healthy workplace. All suppliers should take appropriate action to prevent and manage potential workplace accidents and illnesses.

Freedom of Association and Collective Bargaining

All suppliers' employees shall be free to exercise their legal rights to form, join or refrain from joining organizations representing their interests as employees. The employees' right to collectively bargain shall be respected.

ENVIRONMENT

Environmental Laws and Legislations

Suppliers shall comply with national and international environmental laws and legislations. Prioritizing and ensuring a strategy intended to work for the environment and counteracting climate change should be a priority for suppliers.

Cradle to Grave

Suppliers shall do a life cycle assessment, ensuring that products are sustainably sourced and produced. Suppliers shall assess significant environmental impact of operations and take appropriate actions that reflect ScandiNova's environmental responsibility.

Recourse Consumption

Suppliers are required to work actively to reduce their water and energy consumption. Suppliers shall as far as possible choose fuel-efficient and low emission vehicles for transportation to reduce adverse environmental impact.

Sustainable Waste Management

Suppliers shall have in place, or work to establish, a procedure for waste management. The procedure shall include identification, safe handling, storage, transportation, utilization, and disposal of waste in accordance with the applicable legislations, and avoid materials and methods posing environmental and health risks.

Material Compliance

Suppliers shall make conscious choices of the origin and source of the materials in products, parts or components supplied to ScandiNova. It must be ensured that the sourcing does not directly or indirectly contribute to human right abuse and/or environmental damage in conflict-affected and high-risk areas. Suppliers shall comply with the requirement of following REACH legislation and RoHS directive when producing or distributing products to ScandiNova.

Regarding conflict minerals, including the metals tantalum, tin, tungsten, and gold, caution is expected for minerals from conflict-affected and high-risk areas. ScandiNova refers to the OECD (2016), *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas: Third Edition*, OECD Publishing, Paris.

CORPORATE INTEGRITY

Legal Compliance

Suppliers shall comply with all applicable laws and legislations relevant for their operations and performance. Business must be conducted in full compliance with all applicable antitrust and fair competition laws.

Corruption and Anti-Bribery

Suppliers shall refrain from all forms of corruption, extortion, and bribery, and specifically ensure that payments, gifts or other commitments to customers (including ScandiNova's employees), government officials and any other party are in compliance with applicable anti-bribery laws.

Confidential and Competitor Information

Confidential information concerning ScandiNova Systems AB or ScandiNova's customers' operation may only be used in the purpose it is intended. All companies have a responsibility to not share information that can hurt ScandiNova Systems AB or its affiliates with any outside parties. All suppliers are responsible for their employees and making sure that the guidelines are followed. If electronic services are used for information exchange, only secure servers or cloud services are allowed.

FOLLOW-UP AND ENFORCEMENT

It is the supplier's responsibility to ensure that the content of this Supplier Code of Conduct is implemented. We also expect all suppliers to ensure that their own suppliers of products and services follow the content of our Supplier Code of Conduct. If suppliers fail to meet our expectations as set out in the Supplier code of conduct, we encourage an action plan for improvement. The supplier's relationship with ScandiNova Systems AB may be endangered if critical deviations occur or no action for improvement is taken.