

# Supplier Code of Conduct



## Introduction

In an ever-changing and highly digitalized world, there is urgent need for tactical IT systems that are fit for purpose and produce the desired effect. MilDef provides unique solutions to those needs with high quality, speed, and accuracy.

MilDef strives to conduct business responsibly and in compliance with applicable laws and regulations.

Our Suppliers play an important part in our sustainability journey and we can never succeed without our partners and suppliers in the value chain. In our vision to become;

### Your number one choice for tactical IT.

we therefore need all Supplier's full commitment to support us on this sustainability journey through the care they invest in the parts, components, and services they deliver.

We encourage our suppliers to establish their own codes of conduct based on similar standards and to flow down these standards to all persons and entities supplying goods or services to MilDef.

Any external part providing materials, products, or services to MilDef is included in the concept of a Supplier. This code applies to all MilDef Suppliers. If a supplier fails to meet our expectations as set out in the Supplier Code of Conduct, MilDef's general approach is to encourage improvement. Critical deviations or repeated unwillingness to make improvement, however, may jeopardize the supplier's relationship with MilDef.

At MilDef we believe in healthy business relations with customers, suppliers, partners, colleagues and other stakeholders. At all levels, people shall be treated with a service minded approach and utmost respect. To reinforce this approach, the MilDef Group of Companies has adopted a set of core values:

#### Proactivity



Plan for the future;  
act today

#### Priority



Put 80% effort on the  
20% that matters the  
most

#### Integrity



We say what we do,  
and we do what we say

#### Unity



Work together as one

Adding to the core values, MilDef has through this Supplier Code of Conduct adopted a set of principles inspired by the UN Global Compact.

## General requirements

MilDef design and sell product and services to a variety of industries and business segments. Therefore, MilDef has unique supplier quality requirements specific to these industries and business sectors. Processes and tools described in the MilDef Supplier agreement represent the core expectations and requirements of our business partners.

## Social Sustainability

### Human Rights

MilDef commits to respect human rights, which means to avoid infringing on the human rights of others and to address these impacts where they occur, as set out in the UN Guiding Principles on Business and Human Rights. MilDef commits to respect any internationally recognized human rights standards – understood, at a minimum, as the International Bill of Rights and the ILO's Declaration on the Fundamental Principles and Rights at Work. All Suppliers are expected to comply with above.

### Free will

Products and services bought by MilDef, shall be provided by people who are working by their own free will.

### Child Labor

MilDef does not accept child labor. MilDef suppliers shall comply with the UN Child Convention as well as national legislation in the country where the product is manufactured, or the service is performed.

### Occupation health & safety

Working hours and minimum wages shall comply with national legislation in the country where the products are manufactured, or the service is performed. MilDef strives for its entire supply chain to work in compliance with national occupational health & safety legislation in order to promote safe & healthy workplaces.

### Nondiscrimination and equal employment

Employees shall be treated with respect and in accordance with the seven grounds of discrimination in the Discrimination Act and any other characteristics protected by law. Everyone is entitled to a working climate where no one should have to be subjected to bullying, discrimination, or any other form of harassment.

People who manufacture products or perform services for MilDef will be respected in their trades and shall not be discriminated in any way that conflicts with above.

### Corruption and bribes

MilDef promotes healthy long-term business ethics with all its stakeholders and counteracts any form of corruption. MilDef is strongly committed to comply with applicable antitrust laws that prohibits illegal agreements between competitors that undermine competition, this includes bribes, influence payments, kickbacks or other unlawful payments to any government or similar agency officials.

When representing MilDef local laws and regulations apply for representation, gifts as well as general expenses made in a business context.

## Quality

Suppliers shall meet all MilDef requirements, to deliver flawless and working products on time, through their controlled processes. This is to be achieved by:

- Being able to demonstrate that the Supplier meets and works in accordance with the requirements of ISO 9001:2015 or equivalent.
- When goods are delivered, a dimension control form shall be supplied for the mechanical items and a certificate of conformity for the electrical parts. This certificate confirms that the Supplier has controlled/measured/inspected the goods and that it has met the requirements of the relevant drawing/specifications, including this document.
- Ensure adequate training by setting up a training program for all personnel.
- Have an adequate system in place to control, investigate and correct customer complaints.

## Environment

Suppliers shall meet all MilDef requirements, to use Environmentally friendly manufacturing methods, wherever possible. This is to be achieved by:

- Being able to demonstrate that the Supplier meets and works in accordance with the requirements of ISO 14001:2015 or equivalent.
- Define and implement appropriate and effective processes in order to ensure compliance to applicable environmental regulations such as RECH, RoHS and Conflict Minerals and shall regularly assess the organizations compliance with these, as well as the conformance of its suppliers.
- All product supplied and work performed under this agreement, unless specifically agreed in writing, shall comply with all applicable laws governing the environmental compliance of the products or the
- Ensure adequate training by setting up a training program for all personnel.
- Make an active effort to inflict as little damage on the environment, as possible by setting up environmental targets to comply with local regulations.

## Risk, Security and Cyber Security

Suppliers shall meet all MilDef requirements, to handle information and data in a secure manor, through their controlled processes. This is to be achieved by:

- Being able to demonstrate that the Supplier meets and works in accordance with good and relevant Cyber security practices.
- Define and implement appropriate and effective processes in order to ensure compliance to applicable regulations regarding risk, security and cyber security and shall regularly assess the organizations compliance with these, as well as the conformance of its suppliers.
- Ensure adequate training by setting up a training program for all personnel.

## Compliance obligations

Suppliers must operate in compliance with mandatory requirements, such as applicable laws and regulations, applicable organizational and industry standards, contractual requirements, and any codes of practice. Supplier should have documented processes for passing down applicable requirements through their supply chain.

MilDef reserve the right to conduct audits and inspections with respect to the manufacture, sale and delivery of products, environmental capability, and all other supplier activities stated in this document, or other requirements agreed upon at the time of order placement.

MilDef assumes that the supplier will be available to be audited by one of MilDef's customers if required, in order to fulfill any contractual agreement. Customers consist of, but are not limited to business partners, companies within the defense sector and/or governmental organizations. If governmental, the audit may be the subject of Government Quality Assurance (GQA) activity. The supplier will be notified, by MilDef, in due time before any activity is planned.

### Export control

Supplier shall comply with all relevant export control laws and regulations and is responsible to timely apply for, obtain, and secure any required approvals and/or licenses in order to ensure compliance and timely deliveries to MilDef.

### Conflict Minerals

With respect to the Dodd-Frank Act Section 1502 and any other legislation, suppliers shall carry out due diligence and not knowingly use components containing metals produced from conflict minerals, in the manufacture of its products or components.

### Counterfeit parts avoidance

Suppliers shall strive to prevent the potential of counterfeit components from entering into MilDef supply chain. This includes implement processes for risk mitigation, detection, disposition, and reporting of counterfeit parts.

### Non conformances

MilDef Management Case System is implemented to raise and handle any issues concerning MilDef Management system. The main purpose of the MMS Case is to learn from our mistakes, solve issues before they potentially cause harm or risk, identify root causes and to continuously improve our methods and processes.

To succeed, it is of outmost importance that anyone who identifies an issue, or even the risk of an issue, shall feel free to raise it through their designated MilDef contact.