Handelsbanken

Supplier Code of Conduct

("the Code")

Introduction

Handelsbanken recognises its impact on society, the environment, and the financial market, and is committed to conducting business in an ethical, transparent, and sustainable manner. Responsibility and a long-term perspective have been core values guiding Handelsbanken's operations for decades.

To promote sustainable business practices, Handelsbanken supports international initiatives and guidelines, including:

- the UN Global Compact
- the OECD Guidelines for Multinational Enterprises
- the UN Guiding Principles on Business and Human Rights
- the ILO core conventions

These frameworks form the foundation of Handelsbanken's approach and underpin this Conduct . The Code ensures that suppliers share Handelsbanken's commitments and values regarding human rights, labour standards, environmental responsibility, business ethics, anti-corruption and taxation.

The Code sets out Handelsbanken's expectations and encourages suppliers to prioritise ethical business and sustainable practice—not only to align with Handelsbanken's standards.

The Code applies throughout the Handelsbanken Group, including its subsidiaries, and governs all relationships between Handelsbanken and its suppliers.
Adherence to, and signing of the Code are key factors in the evaluation of suppliers and in tender processes.

The Code is published on Handelsbanken's official website and is updated regularly to reflect changes in laws, regulations, and Handelsbanken's sustainability standards. Handelsbanken reserves the right to amend the Code as necessary, and by signing the Code, the supplier undertakes to comply with the latest version.

Supplier Obligations

Compliance

The supplier must comply with all applicable laws and regulations in the countries where the supplier operates. The supplier shall comply with all commitments set forth in this Code.

Quality and Safety

Products and services must consistently meet high standards of quality and safety, in compliance with all relevant regulations.

Supply Chain Responsibility

The supplier is expected to identify and assess any actual or potential adverse impacts, as well as any commitments in the Code that may be affected by its own operations or by the activities of subcontractors. This includes conducting ongoing due diligence proportionate to the supplier's size, operational nature and context, and the severity of potential risks. The objective is to prevent, mitigate, and, where necessary, remediate adverse impacts across all areas of influence, including operations, employees, customers, and affected communities. The supplier shall ensure that this Code is adhered in the supplier's supply chains.

Commitments

Any deviations in relation the commitments in this Code must be reported to Handelsbanken immediately. Depending on the nature and severity of the deviation, the supplier will be given the opportunity to take corrective action. If non-compliance persists, Handelsbanken reserves the right to terminate the agreement(-s) in place with the supplier.
The supplier must provide relevant documentation upon request, including documentation from sub-contractors, and allow Handelsbanken to conduct audits and site visits where it deems necessary. The supplier is not obliged to provide Handelsbanken will with information related to cost structures or other customer . Handelsbanken will adhere to the supplier's security protocols during audits.

Collaboration

Handelsbanken values long-term partnerships and encourages the supplier to actively contribute to sustainability efforts. Sharing initiatives and improvement suggestions is welcome to foster a collaborative environment.

Whistleblower

The supplier is prohibited from restricting or preventing employees or others from reporting misconduct via Handelsbanken's whistleblower system, which is published on Handelsbanken's official website.

Human Rights
The supplier must uphold internationally recognised human rights principles, with particular emphasis on the following:

- Support and respect the protection of internationally proclaimed human rights.
- Ensure that they are not complicit in human rights abuses.

Labor Standards
The supplier must adhere to all internationally recognised labour standards, with particular emphasis on the following.

- Uphold the freedom of expression and association, and recognise the right to collective bargaining.
- Eliminate and combat all forms of slavery, forced or compulsory labour.
- In no way be involved in any form of child labour.
- Provide fair living wages and working conditions in accordance with national legislation.
- Provide a safe and healthy workplace, including appropriate protective equipment and necessary training.
- Ensure a workplace free from discrimination and harassment based on gender, gender identity, ethnicity, religion, disability, sexual orientation, or age.

Environmental Responsibility
In this ongoing work, the supplier must adhere to all internationally recognised standards, with particular emphasis on the following.

- *Systematic Management*
  The supplier shall implement a structured approach to environmental sustainability, including a clear environmental policy. This involves identifying, measuring, monitoring, and mitigating material climate, nature, and biodiversity impacts across their operations and value chain. This includes promoting and adopting environmentally friendly technologies, products, and services.
- *Circular Economy and waste reduction*
  The supplier shall integrate circular economy principles, whole-life costing, and life-cycle thinking into product development, manufacturing, logistics, and end-of-life management. The supplier must actively work to minimize waste generation throughout production and logistics, and ensure that unavoidable waste is managed in an environmentally responsible manner.
- *Use of Renewable Resources*
  The supplier shall prioritize the use of renewable resources in its operations. Non-renewable materials should only be used when no viable renewable alternative exists.
- *Emission Reduction*
  The supplier shall share opportunities for emission reductions. A public commitment to structured climate action — including GHG reduction targets and progress reporting — is considered a valuable contribution to transparency and continuous improvement. The supplier is expected to provide relevant GHG emissions data related to products or services delivered to Handelsbanken at least annually, ensuring transparency and accountability
- *Life-Cycle Perspective*
  The supplier shall understand and assess the environmental impacts of their products or services from a life-cycle perspective, as this supports more informed decision-making and contributes to improved sustainability outcomes.
- *Continuous Improvement*
  The supplier is expected to continuously strive for improved environmental performance by identifying, managing, and mitigating risks and impacts across the value chain. This should be considered an integral part of responsible business practices.
- *Long-Term Climate Commitment*
  In addition to the above, the supplier should work towards achieving net-zero GHG emissions by 2050 at the latest, with a science-based transition plan in place within two years of signing the Code.

Business Ethics, Anti-Corruption and Taxation
The supplier is expected to adhere to ethical standards across all operations, based on the following.

- *Fair Competition*
  The supplier must comply with all applicable competition and antitrust laws. Collusion with competitors—such as price fixing, market sharing, or bid rigging—is strictly prohibited.
- *Zero Tolerance for Corruption*
  The supplier must maintain zero tolerance for all forms of corruption, including bribery and extortion. Any potential conflicts of interest—such as personal relationships between Handelsbanken employees and the supplier representatives—must be disclosed.
- *Anti-Money Laundering and Counter-Terrorism*
  The supplier must have procedures in place to prevent their operations from being used for money laundering or the financing of terrorism. This includes conducting periodic due diligence, including sanction screening, on business partners.
- *Tax Compliance*
  The supplier must fulfill tax obligations in accordance with applicable laws in the countries where they operate. Accurate and transparent information must be provided to relevant tax authorities.

Place and date

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Company/Supplier name:

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Authorised signatory

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