

The Board of Directors of Titania Holding AB (publ) (reg. no. 556887-4274) (the “Company”) resolved on 2022-11-01 to adopt this.

Code of Conduct for Suppliers and Subcontractors

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1. Background and purpose

We strive to conduct our business in accordance with high ethical standards and expect our suppliers and subcontractors to share our values. Titania's Code of Conduct for Suppliers and Subcontractors ("the Code") serves as our framework to ensure that suppliers, subcontractors, and business partners act responsibly and in line with Titania's values.

Goods and services delivered within Titania's projects must comply with the ten principles of the UN Global Compact (www.unglobalcompact.org). These principles are based on the UN Declaration of Human Rights, the ILO's core conventions on labour rights, the OECD Guidelines for Multinational Enterprises, the UN Sustainable Development Goals, and the UN Convention against Corruption.

2. Business Ethics

2.1 Laws and Regulations

The supplier shall comply with all applicable laws, regulations, directives, standards, and collective agreements relevant to its operations, and shall hold all permits, licenses, and registrations necessary for conducting its business.

2.2 Anti-corruption

The business shall be conducted in accordance with good commercial practice, promote fair competition, and uphold a high ethical standard. No form of corruption, bribery, money laundering, or unlawful restriction of competition is permitted.

2.3 Representation

Representation and gifts shall be characterized by transparency, moderation, and must always have a natural connection to the business relationship.

2.4 Information Management

Confidential information relating to our business or that of our clients may only be used for its intended purpose.

3. Environment

3.1 Precautionary Approach

Suppliers shall apply a precautionary approach to environmental and climate-related challenges. They shall promote the development and use of environmentally friendly technologies and conduct business operations with minimal impact on the environment and public health. Biodiversity must not be reduced as a result of the company's activities.

3.2 Energy and Water

Suppliers shall use energy and water responsibly and strive to reduce consumption by setting reduction targets and regularly monitoring energy and water usage. Renewable energy sources shall be prioritized, and water shall be treated and reused whenever possible.

3.3 Greenhouse Gas Emissions and Waste

Leverantörer ska sträva efter att minimera utsläppen av växthusgas genom att identifiera, hantera, övervaka och kontrollera utsläppen i luften från deras verksamhet. Det här inkluderar även att välja transportmetod med minsta möjliga negativa inverkan på miljön. Leverantören ska övervaka, kontrollera och bearbeta avloppsvatten och fast avfall som genererats genom verksamhet, industriella processer och sanitära anläggningar innan sådant får släppas ut eller avyttras.

3.4 Kemikalier och farliga ämnen

Chemicals and hazardous substances shall be eliminated where possible, or limited to the absolute minimum. When such substances are used, suppliers shall ensure safe handling, storage, and disposal. All substances must be labeled with Material Safety Data Sheets (MSDS) to ensure the safety of employees and the environment. Substances regulated under the EU directives REACH and RoHS must be respected.

4. Social Conditions

4.1 Human Rights and Respect for Human Dignity

The supplier shall support and respect internationally declared human rights and treat its employees and suppliers fairly, equally, and with respect for the equal value of all individuals. The supplier shall have procedures in place to assess the risk of contributing to human rights violations through its operations

4.2 Discrimination and Harassment

Discrimination on any grounds shall not occur in recruitment, salary setting, training, promotion, or termination. The supplier shall also ensure that harassment, bullying, threats, oppression, or other abusive treatment does not occur.

4.3 Freedom of Association

The supplier shall respect employees' rights to organize in trade unions and their ability to engage in collective bargaining without fear of retaliation, threats, or interference.

4.4 Working Conditions

All employees shall have written employment contracts translated into a language they understand. All employees shall be entitled to statutory leave, including sick leave and parental leave. Employees shall have at least one day of rest per week, and weekly working hours must not exceed legal limits.

Salary deductions as disciplinary measures are not permitted. Wages shall be paid regularly, directly to employees, on time, and in full.

Individuals working under employment-like conditions shall also be treated in accordance with these principles.

4.5 Forced Labour

All work shall be performed voluntarily. No form of forced labour or work linked to threats or punishment is permitted.

Employees shall not be required to deposit valuables or identity documents with their employer.

4.6 Child Labour

Child labour is not permitted. In countries where no national legislation prohibits child labour, no one under the age of 15 may be employed.

4.7 Occupational Health and Safety

The supplier is responsible for ensuring that its work is planned and designed to provide a safe working environment.

The supplier shall work systematically and preventively to continuously improve health and safety. Accidents and work-related injuries shall be prevented, and incidents must always be reported.

All individuals working on behalf of the supplier shall receive regular training in occupational safety, and relevant information shall be readily available in a language understood by all personnel.

Employees shall receive training on potential health risks associated with their work, including fire safety, hazardous tasks, and first aid. The employer shall, to the extent possible, provide appropriate protective equipment and ensure that health and safety information is easily accessible at the workplace. The supplier shall ensure that alcohol and drugs are not used during working hours, and all personnel, regardless of employment or contract status, shall be covered by accident insurance.

5. Monitoring of compliance

As part of Titania's supply chain, the supplier must, upon request, participate in a self-assessment process and cooperate fully during its execution. Titania also reserves the right to conduct audits and site visits to observe the work and sustainability performance of suppliers and subcontractors. All audits, whether conducted by Titania or a third party, will be treated confidentially and will not be disclosed to any external party.

In cases of non-compliance with the Code, the supplier will be asked to submit a corrective action plan for approval by Titania. If the supplier fails to meet the requirements of the Code and improvements are not made within the agreed timeframe, the business relationship may be terminated.

The supplier is responsible for ensuring that its own suppliers within the supply chain comply with the principles outlined in this Code. These parties may also be asked to participate in self-assessments and audits organized by Titania.

Any violations or suspected violations of the principles in this Code must be reported to Titania immediately. The supplier shall have procedures in place to protect whistleblowers in accordance with local laws and regulations, and to prohibit retaliation against workers who submit reports in good faith.

6. Oversight of Compliance

- The CEO is the owner of the Code of Conduct for Suppliers and Subcontractors. A revised version of the Code shall be approved annually by the Board of Directors.
- Exceptions to the Code of Conduct for Suppliers and Subcontractors must be approved in writing by the Board of Directors.
- The content of the Code of Conduct for Suppliers and Subcontractors shall be communicated throughout the organization during employee onboarding and relevant workplace meetings.