



4 – CODE OF CONDUCT

(VERSION 2024-01-01)

PREAMBLE

ZIP Trading AB is a commercial and trading company dealing in disposables and packaging.

Appreciative of cultural values and traditions, the company primarily represents Asian producers.

ZIP Trading has created a strategic network of diverse interested parties using a business concept based on simplicity, flexibility and accessibility.

ZIP Trading's goal is to reduce global distances by offering an attractive line of competitive products without compromising on quality, product demands, working conditions, employee rights or protection of the environment.

The ZIP Trading Code of Conduct describes the requirements and expectations we impose at ourselves as well as on our suppliers and their subcontractors.

We expect suppliers to respect the requirements and principles laid out in this Code of Conduct and to actively strive to implement these principles in their own operations.

1. LEGAL REQUIREMENTS

ZIP Trading expects suppliers to comply with the legislation in force in the countries where they carry on their business.

If there is a conflict between a requirement in this Code of Conduct and local legislation, the local legislation shall have priority.

2. WORKPLACE ENVIRONMENT

Employees are to be provided with a safe and healthy workplace environment.

2.1 Health and Safety

Suppliers are required to make it a priority that employees are provided with a safe and healthy workplace environment and suppliers are also required to ensure that they comply with the requirements of the legislation in effect in their respective countries.

2.2 Housing

In cases where suppliers provide housing for their employees, the living space per worker must be at least that laid down in the legislation, the living quarters must be clean, and that satisfactory privacy is ensured.

3. EMPLOYEE RIGHTS

Suppliers are expected to comply with the basic principles of human rights.

3.1 Discrimination

ZIP Trading appreciates and respects different cultural backgrounds and traditions.

Employees will be assessed and treated in accordance with their individual's abilities and qualifications in the performance of their work.

No form of discrimination based on race, gender, religion, political opinions or sexual orientation will be permitted.

3.2 Coercion and disciplinary measures

Employees will be treated with respect and dignity.

Forced labor, involuntary or unpaid work will not be accepted in any form.

No person may be kept at work for any period against his/her own will.

No employee shall under any circumstances be subjected to bodily punishment or suffer any form of physical, sexual or psychological punishment or harassment.

3.3 Child labor

The Guiding principles for all suppliers with regards to child labor is the UN Convention on the Rights of the Child.

No person under the age of compulsory schooling or below 15 years of age shall be employed.

3.4 Wages and working hours

Suppliers will apply such working hour, pay such wages and such compensation as comply with the minimum requirements laid down in local legislation/labor contracts.

Employees shall have the right enter into a contract of employment.

3.5 Right of association

Employees shall have the freedom, without fear of threats or harassment, to implement their right to be members of an organization that represents their interests as employees.

Suppliers shall respect the employees' right to collective bargaining.

4. ENVIRONMENT

Suppliers will comply with the environmental requirements as stipulated in current legislation and regulations as well as be aware of and have control over the environmental consequences of their own operations and suppliers will actively work to minimize or prevent negative impacts on the environment.

5. CORRUPTION

Suppliers will prevent all kind of corruption, including blackmail and bribery.

6. APPLICATION AND MONITORING

The ZIP Trading Code of Conduct will be applied to daily operations.

ZIP Trading and its agents retain the right to conduct unannounced visits for monitoring and control purposes and to be able to interview employees during such monitoring inspections. Upon request, suppliers shall provide documentation demonstrating that the Code of Conduct is being applied.

Any variance will be reported, and an action plan will be drawn up, implemented and monitored.

In the event of inadequate/unimplemented improvements on part of a supplier regarding any variance, and despite having been previously noted down for improvement, cooperation with the said supplier may be terminated.

SIGNATURE

I, the undersigned, have read and understood ZIP Trading's Code of Conduct:

Date	<u>2024-01-01</u>	Signature	<u>Lars Ahlm</u>
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