

CODE OF CONDUCT

Supplier Code of Conduct

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Supplier Code of Conduct

Introduction

Dafo's most important mission is to offer reliable and appropriate fire protection in an economically sound and successful operation. We are dedicated to conducting ethical and sustainable business and expect our suppliers to share our values and commit to the highest standards of business ethics, social responsibility and environmental sustainability. This Supplier Code of Conduct is designed to establish the guidelines and expectations that we have for our suppliers. Dafo requires our suppliers and partners to work according to Dafo's Code of Conduct. Dafo considers our suppliers as an extension of our own business.

Purpose

The purpose of Dafo's Code of Conduct for Suppliers is to establish expectations and guidelines for the suppliers with whom Dafo cooperates. It is a central part of ethical and sustainable business. The aim is to minimize risk, foster trust and ensure that our values and goals are reflected throughout our supply chain.

More specifically, it aims to:

- 1) Ensure compliance with laws and regulations where suppliers conduct their business
- 2) Promote suppliers to work towards sustainable development in terms of society and environment
- 3) Ensure respect for human rights and fair working conditions
- 4) Create long-term partnerships between Dafo and our suppliers

Scope

This Code of Conduct applies to all suppliers supplying goods or services to Dafo and applies in all its contexts. The Code of Conduct does not replace legislation and the supplier must work in accordance with laws and regulations that apply to its operations. Legislation takes precedence in the event of a conflict between the Code of Conduct and legislation. On the other hand, the Code of Conduct applies if it sets higher requirements than the legislation.

Dafo's Code of Conduct is based, among other things, on:

- The Universal Declaration of Human Rights
- UN Convention on the Rights of the Child
- UN's Global Compact (10 principles)
- OECD Guidelines for Multinational Enterprises
- ILO's (International Labour Organisation) conventions.
- ISO 9001 & ISO 14001
- Sustainable Development Goals

This is Dafo



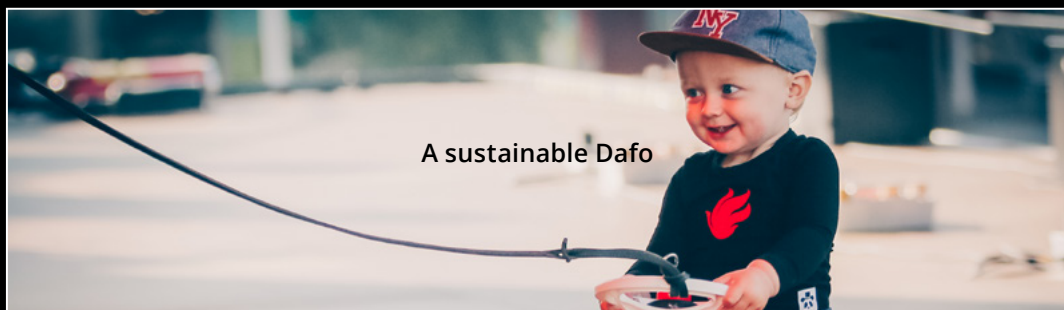
Vision

We aim to be a world leader in innovative and sustainable fire safety

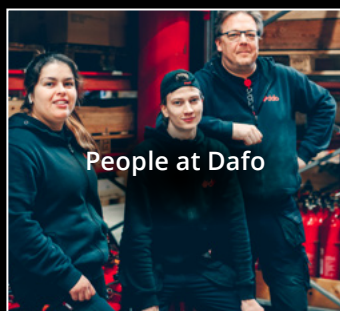
Mission

We save lives, protect property and care for the next generation by providing our customers with the right fire protection

Strategic objective areas



Digitalization



People at Dafo



Best fire protection

Values

Innovative | Leading | Committed

Our core values

Our values are at the core of our business and should permeate everything we do. The values describe how we want to be recognized as by others and how we want to perceive ourselves. Our values must be respected by all employees and always guide our actions.

INNOVATIVE

We aim to be at the forefront of technological development with new products, services and concepts. We will launch proprietary products and proactively develop our offering in order to be perceived as an innovative company and be well equipped against competition.

LEADING

The Dafo brand should be associated with high quality, professionalism and good business acumen. The business and its employees must be characterized by knowledge and competence. Dafo should be a source of facts and information for everyone in the industry. Our long-term sustainability work will provide the best possible fire safety without compromising respect for people and environment.

COMMITTED

Just selling fire protection is not enough, we are more committed than that. Consulting, design, installation, education and service are also important parts of our overall customer offering. As proud employees and ambassadors for Dafo, we consistently uphold high standards of service and availability, always willing to go the extra mile. Dafo aims to be an appealing workplace that can attract and retain the industry's best employees.



Ethical business

Behaviour

The supplier is expected to conduct business honestly, fairly and in accordance with applicable laws and regulations. Dafo's suppliers must be honest, reliable and show respect for the equal value of all people. Dafo expects suppliers to handle all sensitive information confidentially and not to share it further. We hope that suppliers will also support Dafo's values: innovative, leading and committed.

Corruption, bribery, competition and conflict of interest

Dafo is against all forms of corruption and bribery and promotes fair competition for business. At Dafo, it is unacceptable to accept gifts or other benefits from a supplier if it could influence or be perceived to affect the objectivity of a business decision or if it lacks a business-related purpose. Dafo is business-minded and follows the rules of the market and does not participate in manipulation of bids with competitors or partners. Suppliers shall not offer or provide gifts, food or entertainment activities that exceed reasonable limits to any Dafo employee or family member of a Dafo employee. Suppliers to Dafo shall avoid all situations and relationships where corruption, bribery or other conflicts of interest may arise.

Human rights and fair working conditions

Working conditions

The supplier shall respect human rights and comply with applicable international principles, rules and laws. The supplier shall offer its employees fair and reasonable working conditions. The supplier must comply with applicable national legislation when it comes to, among other things, wages, working hours, overtime and parental leave.

Child labor and forced labor

In all circumstances, the supplier shall ensure that neither child labor nor forced labor occurs within the scope of their operation, including the operations of their subcontractors. In the event that child labor or forced labor is found to occur, the supplier must report this directly to Dafo. The supplier is expected to act immediately and find a solution that remedies the situation. Subsequently, the supplier is expected to ensure that a similar situation does not occur again.

Conflict minerals

When purchasing minerals or products containing minerals, the supplier must be able to conclude that they are not conflict minerals. The supplier shall make responsible and ethical sourcing to avoid purchase of minerals from conflict-affected areas, to avoid financing armed groups and to prevent serious human rights violations.

Equal treatment and anti-discrimination

Discrimination, harassment or victimization in any form shall not be permitted. All employees must be treated fairly and equally regardless of background, gender, gender identity, age, ethnicity, faith, disability or sexual orientation. The employees' privacy must be respected. The supplier shall maintain an environment and workplace that promotes diversity, equality and gender equality.

Occupational health and safety

Suppliers must comply with applicable health and safety regulations and legislation. The supplier shall ensure health and safety by having a safe workplace, both and physically and psychologically. The supplier must work systematically with occupational environment management in order to maintain a good workplace for their employees. Suppliers must ensure that their employees do not work under the influence of alcohol, drugs, heavy medication or with possession of weapons. The supplier shall work actively for an injury-free workplace, ensure that safety instructions are followed and that protective equipment is available. The supplier is expected to work proactively through, among other things, risk analyses, safety inspections and internal audits.



Environmental responsibility

Suppliers to Dafo must be ISO 14001 certified or equivalent. In the event that the supplier is not certified according to any environmental standard, the supplier must actively work for certification. The supplier must work to reduce the negative environmental impact on people and reduce the use of hazardous substances. Suppliers must have procedures in place to reduce emissions, improve air and water quality, reduce waste and reduce the use of natural resources and raw materials. At Dafo's request, the supplier must be able to deliver environmental data such as carbon dioxide emissions. Deviations that the supplier discovers must be reported to Dafo immediately.

Quality and safety

Quality

Suppliers to Dafo shall be ISO 9001 certified. In the event that the supplier is not certified, the supplier must actively work towards ISO 9001 certification. The supplier shall deliver safe and high-quality products and services that comply with the applicable norms, regulations and standards. It is business-critical for Dafo to be able to deliver the right material or service to our customers at the agreed time. Therefore, it is of the great importance that our suppliers also deliver the right products at the agreed time to Dafo.

Counterfeit products and immaterial rights

Suppliers shall ensure that counterfeit products or counterfeit parts of products are not used. Suppliers shall respect the intellectual property rights such as patents, copyrights, etc. and not infringe on or use products/parts of products without authorization.

Financial responsibility

The supplier shall work to be financially stable and take financial responsibility. The supplier shall work to ensure that they are not exploited for money laundering or terrorist financing. Suppliers shall comply with the export and re-export restrictions or other trade restrictions involving other countries, regions, or companies.

Security and information security

The supplier shall have procedures for risk management with the aim of eliminating or reducing security-related risks regarding security in a general sense but also regarding risks linked to company-related information and communication. The supplier shall respect the privacy of its employees as well as its customers. Personal data shall be protected and handled in accordance with the EU's General Data Protection Regulation (GDPR). The supplier shall encourage its employees to report potential risks or safety issues.

Compliance and reporting

Any deviation from the Dafo Code of Conduct shall be avoided. The supplier is expected to ensure compliance with this Code of Conduct. If, however, non-conformities, incidents or violations of the Code occur, this shall be reported to Dafo immediately. Dafo reserves the right to request documentation and to evaluate suppliers' compliance with the Code through, for example, audits.

Dafo distributes this Code of Conduct to its suppliers. Suppliers must ensure that the above guidelines are in line with their own Code of Conduct or in turn distribute it to their suppliers. The Code of Conduct is attached to the agreements.

The sustainable fire protection.

With good fire protection, fire can be avoided or extinguished at an early stage. It reduces the spread of smoke, extinguishing water and other toxins and pollutants from fires. Good fire protection also saves life and health. It is the most important contribution to a sustainable and safe world.

But fire protection can also have a negative impact on the environment. At Dafo, we have taken a number of steps to create sustainable fire protection.

- All fire extinguishers and extinguishing agents must be non-toxic. We are rapidly phasing out existing and new fire extinguishers that contain PFAS.
- Fire extinguishers are recharged and reused. Many fire extinguishers are discarded and replaced unnecessarily. The biggest environmental impact from fire extinguishers is not the extinguishing agent, but the manufacture of the steel vessel and the transport. Extending the service life and avoiding premature cancellation provides sustainable fire protection.
- New products are chosen from a life cycle perspective with material choices that reduce environmental impact and extend lifespan. This applies to emergency lights, replacement batteries, signs and many other products.
- Service operations involve a lot of transport with the risk of CO2 emissions. We have optimized our transport and the majority of newly purchased vehicles run on electricity.

