




Group Sustainability Policy	Supplier Code of Conduct	
Group Sustainability Policy ID	CP-SCM-1.0	
Group Policy Owner	Group Legal Council	
Approved By	CEO	
Effective Date	18 August 2016	

## Supplier Code of Conduct

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## Supplier Code of Conduct

As reflected in the QUANT Code of Conduct, QUANT is committed to high standards of integrity and sustainability.

QUANT has a 'zero tolerance' policy when it comes to unethical business behavior, such as bribery and corruption. We expect all of our suppliers to adhere to similar standards and to conduct their business ethically. As a supplier, you must comply with all applicable laws and regulations, the requirements set out in this QUANT Supplier Code of Conduct and your contractual obligations to us.

This QUANT Supplier Code of Conduct defines the main principles underlying your business activities as one of our suppliers. For more specific guidance please refer to your Quant contact person or write to [integrity@quantservice.com](mailto:integrity@quantservice.com).

### 1.1 Human rights

As a supplier to QUANT, you shall

- respect the personal dignity, privacy and rights of each individual;
- refuse to make any person work against his or her will; and
- not tolerate behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.

### 1.2 Fair labor conditions and child labor

You shall ensure fair labor conditions. In particular, you will


- refrain from employment discrimination based on gender, age, ethnicity, nationality, religion, disability, union membership, political affiliation or sexual orientation;
- respect the rights of employees to freely associate and bargain collectively;
- not tolerate or use child labor in any stage of your activities other than in accordance with all applicable laws and regulations;
- not use any forced labor or involuntary prison labor and allow all employees the choice to leave their employment freely upon reasonable notice;
- compensate employees fairly and follow local wage regulations and/ or collective agreements, and where these do not exist, compensate employees so at the minimum they can meet their basic needs;
- ensure that working hours, including overtime, do not exceed applicable legal limits, and where such limits do not exist, we recommend that working hours not exceed sixty hours per week including overtime; and
- ensure that employees are allowed at least one uninterrupted day off per week.

### 1.3 Health, safety and environmental management

You shall provide a safe and healthy workplace for all of your employees and shall conduct your business in an environmentally sustainable way. In particular, you will

- formally appoint a competent person to manage health, safety and environmental programs and improvements;
- establish appropriate organizational structures and procedures for the effective management of health, safety and environmental risks;



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- ensure that all workers are sufficiently aware of these risks and appropriately trained on the implementation of control measures; and
- provide sufficient prove that you are in compliance with the local regulations as well as evidence of the items below when required by QUANT.

#### 1.4 Material compliance and conflict minerals

At QUANT, we are determined to comply with regulatory and customer requirements regarding the prohibition and restriction of substances, including hazardous substances and conflict minerals. Therefore, suppliers shall ensure that the goods provided to QUANT are in compliance with requirements covered under the scope of all relevant regulations. In particular, you will

- implement a policy regarding conflict minerals and exercise due diligence to investigate the source of these minerals; and
- respond in a timely manner to QUANT's requests for evidence of your compliance with these requirements.

#### 1.5 Business ethics

You shall conduct your business in an ethical manner. In particular, you will

- refrain from any and all forms of corruption, extortion and bribery, and specifically ensure that payments, gifts or other commitments to customers (including QUANT employees), government officials and any other party are in compliance with applicable anti-bribery laws;
- adhere to anti-trust and other competition laws;
- disclose to QUANT information regarding potential conflicts of interest relating to your activities as an QUANT supplier, including disclosure of any financial interest a QUANT employee may hold in your business; provided, however, that such disclosure is not required if the supplier is a listed on a recognized stock exchange;
- protect all confidential information provided by QUANT and our respective business partners;
- respect intellectual property of others, including QUANT; and
- adhere to international trade regulations and export control regulations.

#### 1.6 Secure business


You shall conduct your business in a secure manner. In particular, you will

- implement reasonable measures for minimizing exposure of QUANT to security threats such as terrorism, crime, pandemics and natural disasters; and
- when visiting or working at QUANT locations, abide by QUANT's security procedures and report any security concerns to the appropriate QUANT channels.

#### 1.7 Procurement by supplier

You shall procure goods and services in a responsible manner. In particular, you will

- select your own suppliers providing goods or services directly or indirectly to QUANT based on them agreeing to adhere to standards comparable to those set forth in this QUANT Supplier Code of Conduct; and
- when working at QUANT offices, workshops and QUANT customer premises, only subcontract work with prior consent from QUANT.

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## 1.8 Inspections and corrective actions

In order to ensure and demonstrate compliance with the QUANT Supplier Code of Conduct, you shall keep record of all relevant documentation, and provide to us supporting documentation upon request.

To verify your compliance, we reserve the right to audit and inspect your operations and facilities, to the extent permitted by law, at our own cost and upon reasonable notice, with or without support of a third party. If the results of such an audit or inspection cause us to be of the opinion that you do not comply with this QUANT Supplier Code of Conduct, you shall take necessary corrective actions in a timely manner, as directed by us. If you fail to comply with this QUANT Supplier Code of Conduct, then we may take action against you, including suspending or terminating your activities as one of our suppliers.

## 1.9 Access to remedy

In the context of our business relationship, if you or your employees believe that the terms of this QUANT Supplier Code of Conduct are not adhered to, or that QUANT is not acting in accordance with its own QUANT Code of Conduct, then we encourage you to raise your concerns via the QUANT stakeholder reporting channels such as [integrity@quantservice.com](mailto:integrity@quantservice.com).

QUANT thanks you for being part of our quest for "Realizing the full potential of maintenance".

Sincerely,




Olof Sand

CEO

Quant AB



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## 2 Quant contact information

QUANT AB  
PO box 1090  
101 38 Stockholm  
Sweden  
[www.quantservice.com](http://www.quantservice.com)

## 3 Appendices and attachments

### 3.1 Corresponding authorization limits (where applicable)

Not applicable.

### 3.2 Appendices

Quant Guide for Suppliers to the List of Prohibited and Restricted Substances

Quant List of Prohibited and Restricted Substances

### 3.3 Attachments

Not applicable.

## 4 Versions

### 4.1 Version/ revision details

Version/ revision details	Version A.1/ changes marked in red
Version/ revision date	April 28, 2016
Version/ revision Owner/ Author	Group Legal Council (Chief Integrity Officer)
Version/ revision Reviewer	Group Quality Manager
Version/ revision review date	July 8, 2016, 2015
Version/ revision Approver	CEO/C

### 4.2 Other relevant document reference information

Not applicable.