

Suppliers Code of Conduct

Introduction

Sustainability is an integrated part of our brand and services. Eternali is in the business of owning, managing, and developing forest in Brazil and elsewhere to produce raw material for a sustainable world.

Eternali is a signatory to the UN Global Compact and we are committed to its fundamental principles on human rights, labour rights, the environment and anti-corruption throughout our operations. This also includes building sustainable relationships with our Suppliers. We take responsibility for the suppliers we cooperate with and expect from them the same level of integrity, honesty and ethical behaviour as they can expect from us, including securing that their own suppliers do too.

Suppliers can include distributors, agents, resellers, joint venture partners, consultants, customers, and strategic partners.

At Eternali, we are proactive, collaborative, and committed, always with our customers' best in mind. We seek collaborations in every area, both internally and externally, and we are committed to always delivering the best solutions to our customers, having both people and the planet in mind, and to build adaptable societies together. Eternali prioritises long-term collaboration with suppliers who work to strengthen our and their reputation for the highest ethical standards and for long term sustainable profitability. This will improve our joint businesses. Our suppliers play a critical role for our brand building and our high-quality standards, and therefore we have developed this Suppliers Code of Conduct [the Suppliers Code].

Requirements

1. Legal compliance

Ensuring awareness of, and compliance with, relevant legal requirements is the baseline for complying with the Suppliers Code.

We expect our suppliers to be updated on, and comply with, applicable international regulations and conventions, as well as regional and national legislation together with the content in this Suppliers Code. If the requirements of this Code are stricter than local laws, the supplier shall follow the Suppliers Code.

Suppliers shall:

- Comply with relevant legislation regarding human rights, labour rights, working conditions, health and safety, environment, tax, and anticorruption practices, as well as the requirements set out in this document, and obtain all legally required permits, licenses and registrations.
- In cases where local laws or regulations provide a stronger protection than the requirements in the Suppliers Code, allow such local laws or regulations to prevail.
- Be aware of whether any domestic regulation or its enforcement conflicts with international human rights standards and strive to honor the spirit of universally recognized human rights.
- Communicate transparently. Provide correct and consistent information to its stakeholders in a timely manner and in accordance with applicable stock exchange rules.
- Be able to demonstrate their compliance with local legal requirements upon request.

2. Health and safety

Health and safety are fundamental at Eternali. Suppliers shall provide a safe and healthy working environment and take all practicable steps to prevent incidents and injuries.

Suppliers must have an adequate, risk-based health and safety program, including, for example, a health and safety policy, relevant instructions and training that is understandable to all employees. The scope of the

health and safety program must be appropriate in relation to the nature of the business and risks related to the business. The program must include, at minimum, the following activities.

- **Safe and healthy workplaces:** The supplier ensures a safe working environment and provides adequate information, training, facilities, provisions, and protective equipment to safeguard the health and wellbeing of all personnel.
- **Workplace conditions:** The supplier ensures that the work premises are clean, well lit, adequately ventilated and kept at acceptable temperatures and noise levels. Provide free access to clean drinking water, hygienic toilets, and clean areas to eat meals. If accommodation is provided, ensure that each employee have the right to his/her own bed. Provide separate sleeping areas, toilets and showers for men and women.
- **Designing safe products:** The supplier assures that its products and services are designed, produced, and provided with relevant safety information such that they are safe for their intended use.

3. Labour and human rights

It is of great importance that Eternali's suppliers treat their employees fairly, with dignity and respect, and that they respect human rights.

- **Protecting Human Rights.** The supplier is aware of, respects and upholds human rights in its operations and makes reasonable efforts to ensure it is not complicit in human rights violations via its business relations.
- **No discrimination.** The supplier does not tolerate discrimination, harassment, or less favorable treatment in hiring and employment practices, due to gender, age, ethnic origin, different age groups, religion, trade union activity, pregnancy, or other legally protected characteristics.
- **No forced or compulsory labour.** The supplier ensures that all work by employees and contract personnel is voluntary, and all workers are free to leave upon reasonable notice. No employees or contract personnel are forced to deposit money, passports, education certificates or similar documentation as a condition for employment.
- **No child labour.** The supplier does not employ any person younger than the age for completing compulsory education or younger than 15 years. The supplier ensures that young people above minimum age but under 18 years are not subjected to working conditions that jeopardize their education, health, or safety.
- **No precarious employment.** The supplier ensures that their employment relationships do not cause insecurity or social or economic vulnerability for their workers. All work is performed according to a recognized and documented employment relationship and the supplier does not use sub-contracting to undermine the rights of workers.
- **Working hours:** The supplier complies with applicable laws and industry standards on working hours.
- **Employee conditions:** The supplier informs all employees of their employment conditions, including rights and obligations, in the employee's native language or a language they understand, for example in a written labour contract.
- **Fair remuneration.** The supplier complies with relevant governments' minimum wages, or industry standards approved based on collective bargaining, whichever is higher. Ensure that employees with the same experience and qualifications receive equal pay for equal work and equal opportunities.
- **Freedom of association and right to collective bargaining.** The supplier respects the right of all employees to form and join trade unions and to bargain collectively and individually.

4. Environment

Protecting the environment and contributing to sustainable development is of great importance to Eternali.

The Supplier shall actively strive to increase the positive, and limit the negative, impact of their operations and supply chain on the environment and society.

- **Environmental risks:** The supplier shall establish, implement, and maintain a risk-based program to

reduce or minimize any negative environmental impact from its activities, products, and services.

- **Precautionary measures and climate neutral techniques:** The supplier takes a precautionary approach to environmental challenges, undertakes initiatives to promote greater environmental responsibility, and strives to develop and support climate neutral techniques in their products, processes, designs, and material selection.
- **Environmental responsibility:** The supplier shall actively work with, and provide information and documentation pertaining to the following areas:
 - Chemical and hazardous material management
 - Waste management
 - Emissions to air, water and soil
 - Energy management
 - Water consumption
 - Transport and travel

The supplier's specific requirements and targets related to environmental performance may be defined in commercial agreements.

5. Anti-corruption and competition law

Eternali is committed to conducting business with high ethical integrity. We have zero tolerance of corruption. We also respect competition laws which prohibit anticompetitive agreements and abuse of market power.

- **Secure anti-corruption:** The supplier complies with local laws and international anticorruption conventions and shall not engage in, or cause Eternali to engage in, any form of corrupt practices, including extortion and bribery. We appreciate good working relations, but gifts or promotions should never influence business decision. Therefore, it is key for Eternali to bear our own costs. We consider moderate representation at lunches and dinners for business purposes legitimate, but do not accept event fees, or expenses for travel and lodging to be covered by our suppliers. We do not accept gifts from suppliers.
- **Secure fair competition:** The supplier respects and complies with applicable competition laws and regulations and establishes systems to prevent competition law infringements. Eternali's employees and suppliers shall not participate in any collaboration or behave in any other manner that could be perceived as restricting competition. Eternali's employees and suppliers are aware that the information, working documents and systems provided by Eternali, or which are developed based on information provided by Eternali, and which are not public, must be treated as confidential. Eternali's employees and suppliers show caution in handling the company's documents and information.

6. Responsible sourcing

The supplier commits to work proactively to ensure that raw materials such as minerals and wood in its products and its supply chain are responsibly sourced. In relation therewith, subject to applicable national laws and regulations which may require higher standards than those set forth below (in which case such standard shall apply), The supplier shall, when applicable, have a policy and due diligence frameworks in place to identify materials and/or products in its supply chains of high risk that may have negative impact on human rights and/or the environment.

7. Compliance and follow-up

We encourage our suppliers to strive towards continual improvement, and to establish, implement and maintain recognised management systems and standards related to the areas described in the Suppliers Code. Risk assessment, implemented policies, processes and routines, clearly communicated roles and responsibilities, relevant training and instructions, establishment, and performance evaluation of measurable goals, along with functioning control systems, serve as the foundation for a successful implementation of the Suppliers Code.

All business relations between Eternali and our suppliers must be based on honesty, trust, and cooperation. The supplier co-operates with Eternali in a transparent manner, provides Eternali with any information that Eternali may request regarding the standards in the Suppliers Code, including completing self-assessments and granting Eternali personnel, or a third party of Eternali's choice, access to relevant premises and information to conduct on-site audits of the suppliers and sub-contractors' sites and facilities. We expect our suppliers not to mislead us. Violation of the Suppliers Code will cause negative impact on the business relation with Eternali, including, but not limited to, the risk of contract termination. We also expect our suppliers to evaluate and monitor their supply chain and collect relevant information regarding the supply chain's compliance to be given to Eternali upon request.

It is the suppliers responsibility to enforce and verify legal compliance and compliance with the Suppliers Code within its own operations and through its supply chain. In case of conflict between requirements under national law and those of the Suppliers Code, suppliers shall without undue delay consult with Eternali.

Eternali treats all business and personal information received in a responsible manner and take measures to ensure that this information remains confidential.

We encourage an active dialogue with our suppliers on issues related to the Suppliers Code, or other questions concerning sustainability. If there are any questions about how to implement this Code, the suppliers is to take immediate contact with Eternali. The Suppliers should also take immediate contact with Eternali to report any non-compliance with this code, in its own operations or its supply chain.

We encourage our Suppliers to report violations of the Suppliers Code to Eternali.

Suppliers are responsible for being updated about new or revised requirements in future revisions of the Suppliers Code, available at, eternali.se.

Supplier signature

As a Supplier to Eternali we sign this document to acknowledge that we meet these requirements and that we understand that they are an integral part of our business agreement.

Company

Name

Title

Date and place

Signature