

## Supplier code of conduct

AVS is a complete partner for Audiovisual products and one of the leading companies in Sweden in this field. This means we have a great responsibility to provide our customers with the best possible guidance regarding installations and products. Accordingly, we want to ensure that the goods and services purchased are produced under sustainable and responsible conditions.

AVS supports the United Nations Global Compact initiative\*, which means that we will work to promote respect for human rights, good working conditions, environmental protection and combat corruption. The principles of the Global Compact form the basis of AVS's Supplier Code of Conduct. We expect our suppliers and partners to respect the Code of Conduct and that they, within their own organization and supply chain, do their outmost to attain the requirements stated below.

Suppliers and partners must commit to this Code of Conduct to be approved. The commitment is stated when signing AVS's Supplier Statement.

/ Mikael Wickström, CEO

Malmö 2025-11-07

\*The Global Compact is based on ILO core conventions on employment and working conditions (29, 87, 98, 100, 105, 111, 138 and 182), as well as the UN Declaration on Human Rights and the UN Convention on the Rights of the Child, Article 32, and the UN Convention against Corruption.

## Requirements for suppliers

### Legal compliance

Ensuring awareness of, and compliance with, relevant legal requirements forms the foundation for adherence to this Code of Conduct. Suppliers are expected to remain fully informed of, and comply with, all applicable international regulations and conventions, as well as regional and national laws, regulations, and other legal obligations in the countries in which they operate.



## Respect for human rights

Suppliers have a responsibility to respect and promote human rights, within their own business as well as in the supply chain. The supplier shall ensure that it does not, directly or indirectly, contribute to violations of human rights. The supplier is expected to have procedures in place to evaluate the risk of contributing to human right violations through their activities.

## Health and safety in the work environment

The employee working in the supplier's operations should be offered a safe and healthy work environment where preventive measures to minimize damage and health risks should be taken. Employees shall be educated on the possible health risks that the work may entail, including fire safety, hazardous work and first aid. The employer shall, as far as possible, provide relevant protective equipment and ensure that health and safety information is easily accessible at the workplace.

## No child labour, slavery or forced labour

In accordance with the International Labour Organization's (ILO) conventions, our suppliers may not participate in, or benefit from, the use of child labour, slavery or any other form of forced labour.

## No discrimination or harassment

The supplier shall promote diversity and equal opportunities in its operations. Discrimination on grounds of ethnicity, gender, pregnancy, religion, social origin, nationality, disability, political opinion or sexual orientation may not occur. No employee may be subjected to harsh or inhumane treatment, including sexual harassment or any form of mental or physical punishment.

## Working hours and compensation

Wages shall be paid directly to the employee at the agreed time and in full. The supplier shall ensure that living wages are paid to the employees, and may in no case pay less than the nationally/locally stated minimum wage. The weekly working hours may not exceed the legal limits and when overtime work is needed, it shall be adequately paid.

## Freedom of association and the right to collective bargaining

The supplier is expected to acknowledge and respect the employees' right to freedom of association and the right to negotiate collectively as stipulated in pertinent laws and ILO conventions.

## Environment

Suppliers shall conduct their business with respect to the environment and comply with local and national environmental legislation. Through routines for identifying, measuring and monitoring its environmental impact, the supplier shall work to continuously improve its environmental performance and minimize resource consumption and emissions. The supplier shall strive towards a life cycle perspective regarding the environmental impact from products and services, and shall set environmental requirements for subcontractors.

## Anti-corruption and business ethical requirements

AVS does not accept any form of corruption. We require our suppliers to conduct their business in accordance with applicable bribery legislation and to apply thorough accounting procedures. Relevant training for sales and purchasing employees is recommended. We do not accept that our suppliers offer or receive bribes, or in other ways seek to exert any kind of undue influence in their business relations.

## Conflict zones

The supplier must ensure that no business is done which in any way supports war, conflict, drug trade or slave trade. This also includes the use of conflict minerals.

## Management system

Risk assessment, implemented policies, processes and procedures, clearly communicated roles and responsibilities, relevant education and instructions, goal establishment and evaluation, along with effective control systems form the foundation of a successful implementation of the Code of Conduct. We expect our suppliers to strive for continuous improvement, which implies that operations are run using management systems and in accordance with standards relating to the areas described in the Code of Conduct.

## Compliance and control

All business relationships between AVS and our suppliers must be based on honesty, trust and cooperation. By accepting this Code of Conduct, the supplier undertakes to ensure implementation of these requirements within its own operations as well as for its subcontractors and partners. It is also the suppliers' responsibility to evaluate, make risk assessments and control its own supply chain and to collect relevant information about the compliance throughout the supply chain.



AVS reserve the right to make audits to ensure the compliance with this Code of Conduct. Such audits may also be carried out by an independent third party. Deviations detected during audits must be adjusted as soon as possible. We also wish to cooperate with our suppliers in finding constructive solutions to issues related to sustainable business, whether related specifically to this Code of Conduct or not.

Failure to comply with the requirements stated in this Code of Conduct will adversely affect the business relationship with AVS, including but not limited to the risk of termination of the contract.

## Deviations and complaints

The supplier undertakes to ensure that systems for reporting and managing deviations from the conditions described in this Code of Conduct are implemented in their own operations and in the supply chain. In the event of deviations from this Code of Conduct or other similar complaints, the supplier's employees are encouraged to report the deviations to AVS. The information will be treated confidentially.

[You who want to be completely anonymous can report deviations AVS here](#) ➡