

Envac Supplier Code of Conduct



Why do we have a Supplier Code of Conduct

Envac is a distinguished provider of pneumatic waste collection systems, with our inaugural system having been operational for over six decades. Currently, we operate in 20 countries, driven by our vision to develop smarter cities, enhance the quality of life, and contribute to the sustainability of our planet for future generations. To realise these goals, Envac has embraced commitments, policies, and management systems while implementing measures in the domains of management, ethics, and corporate responsibility.

To achieve long-term success and continuity, we at Envac firmly believe in conducting business with the highest levels of integrity and in a fair, ethical manner. Consequently, we rely on collaborating with exceptional suppliers who align with our values and adhere to fundamental principles when engaging in business, both with Envac and with their own sub-suppliers.



“At Envac, we lead with integrity and innovation, building smarter, more sustainable cities in collaboration with suppliers who share our commitment to ethics and responsibility.”

Joakim Karlsson
CEO & President Envac Group

The Supplier Code of Conduct outlines the expectations that Envac holds for its suppliers. Moreover, Envac anticipates that its suppliers impose similar standards on their sub-suppliers. This document outlines the minimum requirements established for our suppliers, and we encourage them to exceed the provisions of this Code of Conduct.

Compliance

Laws and Regulations

Envac requires its suppliers to adhere to all applicable local laws and regulations and to implement procedures that enable them to stay informed about any legislative changes or the introduction of new laws. In cases where this Supplier Code of Conduct establishes standards that are more stringent than local laws, suppliers must adhere to the Code. If there is a conflict between the requirements of this Code and local laws, local laws must take precedence.

Anti-Corruption, Fair Competition

Envac expects its suppliers to engage in fair competition practices and to refrain from any form of corruption.

Gifts and Representation

Envac does not accept gifts or favours. Modest representation, such as a standard lunch or dinner, is acceptable only when it pertains to a business-related activity, such as a business meeting. However, entertainment or extravagant dinners that could influence business transactions or actions are strictly prohibited. Envac will cover its own expenses at all times.

Human Rights

Envac expects its suppliers to respect and uphold human rights throughout their operations and to take reasonable measures to ensure they do not contribute to human rights violations in their business relationships.

Work Environment, Labour Standards, and Working Conditions

Occupational Health & Safety

Envac expects its suppliers to have systems that ensure safe working environments and provide the necessary information,



training, facilities, provisions, and protective equipment to safeguard the health and well-being of all personnel, including temporary workers not directly employed by the supplier. Suppliers must also ensure that their subcontractors comply with safe working environment procedures and are provided with relevant information.

Discrimination & Harassment

Envac expects its suppliers to maintain a workplace free from discrimination, harassment, or any form of adverse treatment based on gender, age, ethnic origin, sexual orientation, political opinion, religion, trade union activity, pregnancy, or other legally protected characteristics.

Forced or Compulsory Labour

Envac prohibits any form of forced or compulsory labour. No employees, temporary workers, or subcontractors should be coerced into surrendering money, passports, education certificates, or any similar documentation as a condition of employment.

Child Labour

Envac prohibits its suppliers from employing or engaging children directly or through third parties in any practices that constitute child labour. Suppliers should implement measures to verify compliance with this policy. According to the UN, “child labour” is defined as work that deprives children

of their childhood and potential, and that is harmful to their physical and mental development. It includes work that is dangerous and harmful to children or interferes with their education by preventing them from attending school or forcing them to leave school early.

Fair Remuneration and Conditions

Envac expects its suppliers to ensure that employee wages comply with applicable legal regulations and to maintain accurate records. Wages must be paid directly to the employee in full and at regular, acceptable intervals. Any deductions from wages should be clearly communicated during payment and must comply with relevant laws, regulations, or collective agreements. Wages, work hours, and conditions should, at a minimum, meet legal or agreed-upon collective standards.

Right to Collective Bargaining

Envac upholds the principle of good faith regarding workers’ freedom to organise and engage in collective bargaining, which is consistent with the UN Global Compact’s third principle.

Environment

Environmental Issues

Envac expects its suppliers to take a proactive approach to environmental challenges and implement initiatives promoting environmental responsibility.

Environmental Aspects & Actions

Envac expects its suppliers to establish procedures that identify key environmental aspects and develop programs to control and mitigate any negative environmental impacts.

Safe Products

Envac expects its suppliers to comply with all laws and regulations related to their products or services. All products and services delivered must be safe for use, and relevant safety information must be supplied.

Compliance Follow-Up

Communicating Transparently

Envac expects its suppliers to promptly deliver accurate and consistent information to stakeholders in accordance with applicable laws and regulations.

Sharing Relevant Information

Suppliers must provide any information Envac may request concerning the standards established in this Code of Conduct. If Envac inquires about compliance with the Code, suppliers should respond promptly and thoroughly.

Information Security

Envac expects its suppliers to prevent any unauthorised use of Envac’s trade secrets, marketing materials, operational, personnel, financial, source code, and technical information. Any material provided by Envac for supply must be kept secure to avoid misuse and unauthorised access.

Whistleblowing

Envac expects its suppliers to immediately report any non-compliance with this Code of Conduct, whether it occurs within their own operations or in their supply chain. If a supplier encounters any deviations from this Code of Conduct due to interactions with an Envac employee or a third-party representative, we expect them to notify us promptly so we can take appropriate action.

We encourage suppliers to report deviations to their primary contact person at Envac. If this is not feasible, such reports can be submitted anonymously through our third-party system from any computer or device with internet access.

[Click here to report the case](#)

Supplier Code of Conduct - Confirmation

I hereby confirm that I have the authority to sign this document on behalf of the company I represent. I confirm that I have read the Envac Supplier Code of Conduct above in its full and I agree that the company I represent will fully comply with it.

(Place)

(Date)

.....
(Company)

.....
(Job position)

.....
(Signature)

.....
(Printed name)

Envac AB
Fleminggatan 7, 3tr
SE-112 26 Stockholm, Sweden

info@envacgroup.com
+46 (0)8 785 00 10

