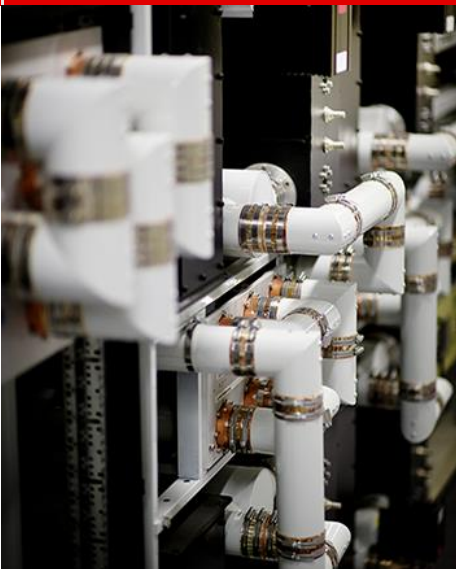




CODE OF CONDUCT FOR SUPPLIERS

JUNE 2017

VERSION 1.0





Communication for democracy and diversity is one of Teracom's principal tasks as a company of significant importance to society.

We consider that long-term relationships with suppliers and other parties that influence and are influenced by our company play a key role in our being a responsible enterprise. This Code of Conduct sets out our principal requirements with regard to responsible enterprise – on issues that concern the environment, working conditions, human rights, anti-corruption, business ethics and diversity.

Our Code of Conduct for Suppliers is based on the following guidelines and their underlying conventions.

- The ten principles for Corporate Sustainability in the UN Global Compact
- The UN Guiding Principles on Business and Human Rights
- OECD guidelines for multinational companies.

We expect that you, as our suppliers, and your sub suppliers, operate in accordance with our code of conduct and applicable laws and rules.

Health, safety and well-being

You should actively work to ensure a healthy work environment where everyone can feel secure in a safe and healthy atmosphere. The rights of employees as set out in law and collective bargaining agreements are to be respected at all times.

Human rights

You should support and respect the protection of internationally proclaimed human rights. You should clearly distance your company from child labour, forced labour and working conditions that can be considered harmful, disrespectful or directly dangerous.

People's different backgrounds, experiences and personal qualities make for broader perspectives and development. You should not accept any form of harassment or discrimination that demeans integrity or dignity.

Environment and climate impact

You should ensure your environment work is in line with statutory requirements and strive to make the most efficient use of resources such as energy, natural resources and raw materials while minimising waste and waste products. You should avoid materials and methods that have associated environmental and health risks.



Sound business ethics

Any form of bribery, corruption, blackmail, fraud or favouritism towards family or friends in business contexts is unacceptable to Teracom. You and we should neither request, accept, offer, approve or provide hospitality or gifts that can inappropriately influence nor give the impression of influencing our business decisions. We aim to have an open dialogue concerning corrupt behaviour in order to combat bribery and corruption.

Information that has been provided in confidence and which is not public knowledge, is not to be disclosed to any third party.

Information assets and tangible assets

You should respect our information assets and tangible assets and protect them against damage, theft, loss or improper use as they are of crucial importance for our business.

In particular, information security requirements are to be observed and information security incidents addressed and reported to Teracom. With regard to information security, liability is to reside at organisational level. Appropriate measures are to be taken when failings are identified.

Reporting of irregularities

We encourage everyone to report irregularities to our whistleblower system that can be contacted via <https://teracom.se/whistleblower>

In signing this document, we undertake to comply with the Teracom code of conduct.

Name of company _____ Date _____

Company signatory _____ Email _____



References

The ten principles of the UN Global Compact

Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights within the sphere they can influence, and

Principle 2 make sure that they are not complicit in human rights abuses.

Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4 the elimination of all forms of forced and compulsory labour

Principle 5 the effective abolition of child labour; and

Principle 6 the elimination of discrimination in respect of employment and occupation.

Principle 7 Businesses should support a precautionary approach to environmental challenges;

Principle 8 undertake initiatives to promote greater environmental responsibility; and

Principle 9 encourage the development and diffusion of environmentally friendly technologies.

Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.

Links to more information:

The UN Guiding Principles and the Swedish Government's action plan for enterprise and human rights:

<http://www.regeringen.se/informationsmaterial/2015/08/handlingsplan-for-foretagande-och-manskliga-rattigheter/>

OECD guidelines for multinational companies:

<http://www.regeringen.se/informationsmaterial/2006/08/ud-06.002/>

The IMM Code on Gifts, Rewards and other benefits in the enterprise sector.

<http://www.institutetmotmutor.se>