

Supplier Code of Conduct

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1. Background and purpose

The Humble Group ('the Group') **Supplier Code of Conduct** is the official document outlining the principles, expectations and values that are fundamental for Humble Group and our commitments to our stakeholders. Through this Code of Conduct we want to ensure that all Humble Group suppliers are aware of our shared commitment towards social and environmental sustainability.

2. Audience

Humble Group requires all suppliers to comply with all applicable international and national laws and regulations in every country where they operate. Compliance with laws and regulations is a minimum requirement for doing business with the Humble Group.

This **Supplier Code of Conduct**, which contains rules for Humble Group's business conduct, in some cases goes further than regulations and must be fully applied throughout all dealings with us. If national regulations set out a more stringent position than this Code, such regulations shall prevail. Humble Group's further ambition is to encourage all our suppliers to follow Humble Group's values and ethical standards. This document provides guidance on Humble Group's requirements on all our suppliers and subcontractors. The acceptance of this **Supplier Code of Conduct** is a mandatory part of any business agreement with Humble Group and must be considered as a minimum demand.

2.1. Definitions

Within the context of this document, Humble Group defines "supplier" as the contractual partner responsible for any product or service directly supplied to Humble Group AB (publ) and any of its subsidiaries. A "subcontractor" is defined as a business entity which directly or indirectly provides a supplier with products and/or services.

Humble Group's **Supplier Code of Conduct** applies to all suppliers and subcontractors, who provide products and/or services to companies in the Group. Humble Group's suppliers are responsible for informing their subcontractors about the Humble Group **Supplier Code of Conduct** and any other applicable Humble Group policies to ensure that these are implemented and followed.

3. Policy statement

3.1. Aligning with International Standards

Humble Group's **Supplier Code of Conduct** is based on the ten principles of the United Nations Global Compact and its underlying conventions and declarations. The UN's Global Compact is a voluntary initiative for companies and organizations that want to use business as a force for good and contribute towards ten universal principles related to human rights, labor rights, environmental issues, and anti-corruption. Humble Group has been a signatory member of the UN Global Compact since 2022.

In addition to the backdrop of the UN Global Compact, some requirements in Humble Group's **Supplier Code of Conduct** are based on various internationally recognized

standards such as the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct, the International Labor Organization (ILO Conventions), the Universal Declaration of Human Rights and various other national legislations.

3.2. Our Corporate Values

At Humble Group, we believe in doing business responsibly, ethically, and sustainably – this is doing business “the Humble way”.

The Humble Way is our internal ethical code which defines the non-negotiable behaviors we expect from all our employees. The Humble Way applies to all employees of Humble Group, including all of its subsidiaries worldwide. By living and operating The Humble Way we bring our corporate values and purpose to life. It governs both our decision making and our actions to apply our corporate values in everything that we do.

Humble Group has four values which govern the way we do business.

- **Innovation:** we encourage new ideas, new ways of working, and promote a test & learn culture
- **Entrepreneurship:** we support a self-starter attitude and encourage both initiative and accountability
- **Integrity:** we operate with honesty, openness, respect, and are governed by a strong moral compass
- **Passion:** we celebrate vision, curiosity, continuous learning, a drive for excellence and agility in execution

We have made **The Humble Way (Our Code of Ethics)** publicly available on our corporate website as a statement of our commitment. Humble Group expects our suppliers and subcontractors to be knowledgeable of our ethical code and operate by the same standards and values.

3.3. Human Rights

UN Global Compact Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Humble Group’s sustainability strategy includes “Securing Responsible Sourcing & Production” as a strategic area, as respect and integrity for all human rights is a core value of Humble Group. We commit to always pursuing the protection and promotion of human rights throughout our value chain. Our human rights principles state that Humble Group prohibits all forms of forced labor, child labor, modern slavery, and human trafficking.

Humble Group requires all suppliers and subcontractors to:

- Comply with all international standards on human rights such as the UN Guiding Principles on Business and Human Rights and the International Labor Organization (ILO) Conventions.

- Support and comply with the Humble Group Human Rights Policy. This policy applies to all of Humble Group, the subsidiaries and legal entities that we own, the legal entities in which we hold a majority interest and the facilities that we manage. However, Humble Group also calls for all suppliers, subcontractors and business partners outside of our direct business operations to uphold these principles and adopt similar policies within their own businesses – this includes our suppliers, our customers/retailers, and our consumers.
- Comply with all local laws of the countries they do business in.

UN Global Compact Principle 1 further describes how companies can see business as an opportunity to make a positive contribution towards the protection and fulfilment of human rights whether through their core business, through strategic social investment/philanthropy, via public policy engagement/advocacy, and/or via partnerships and other collective action.

Humble Group's sustainability strategy includes "Collaborating For Good" as a strategic area where we aim to always be seen as a trusted partner with high ethical standard. We strive to make re-investments in society to make positive societal impact and simultaneously advocate for policy and legislation change.

3.4. Health and Safety

UN Global Compact Principle 2: [Businesses should] make sure that they are not complicit in human rights abuses.

The requirement to respect human rights, pursuant to UN Global Compact Principle 1 and the UN Guiding Principles on Business and Human Rights, includes avoiding complicity, which is another way, beyond their own direct business activities, that businesses risk interfering with the protection of human rights.

Humble Group is committed to being a responsible employer by offering a safe, healthy & productive workplace. This includes addressing any potential risks of injury or impact on health. Our requirement on suppliers and subcontractors is to follow local laws and regulations on worksite and employee health and safety.

3.5. Labor

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

Humble Group encourages all suppliers and subcontractors to protect its employees' right to freedom of association and collective bargaining, as permitted by and in accordance with applicable local labor laws. Humble Group's suppliers and subcontractors shall respect the right of all workers to form and join trade unions of their own choosing and to bargain collectively, in line with ILO conventions 87, 98, 135 and 154.

UN Global Compact Principle 4: [Business should uphold] the elimination of all forms of forced and compulsory labor.

Forced labor is any work or service that is exacted from any person under the menace of any penalty, and for which that person has not offered himself or herself voluntarily.

Providing wages and/or other forms of compensation to a worker does not necessarily indicate that the labor is not forced.

Labor should be freely offered and employees should be free to leave in accordance with established rules. Humble Group suppliers and subcontractors shall not use, or in any other way benefit from, forced or bonded labor. No one shall be subject to working under threat of any penalty according to ILO conventions 29 and 105.

UN Global Compact Principle 5: [Business should uphold] the effective abolition of child labor.

Humble Group's suppliers and subcontractors shall not use or benefit from any child labor. Suppliers and subcontractors shall follow ILO conventions; [Minimum Age Convention No. 138](#) and the [Worst Forms of Child Labor Convention No. 182](#).

UN Global Compact Principle 6: [Business should uphold] the elimination of discrimination in respect of employment and occupation.

Humble Group is committed to offering equal opportunity work and does not tolerate any form of discrimination or harassment. This includes discrimination or harassment based on age, gender, sexual orientation, disability, ethnicity, religion, or political opinion. Humble Group promotes diversity, respecting privacy, rewarding talent and merit, and looking after our people. All Humble Group suppliers and subcontractors are expected to follow the same principles.

3.6. Working Hours and Living Wage

The right to a living wage is included in the UN Universal Declaration of Human Rights, Article 23 and 25. This is defined as the right to a fair and satisfactory remuneration that gives the worker and his/her family a dignified existence.

“Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.”

The UN's International Labor Organization (ILO) regulates the minimum wages in its standards, C131 - Minimum Wage Fixing Convention 1970 (No. 131) which countries can choose to sign or not. Legal minimum wage in some countries may be lower than the wage needed to get a decent living.

Humble Group supports living wages and encourages all its suppliers and subcontractors to do the same. Humble Group's suppliers and subcontractors are required to:

- Ensure that employees are paid a wage which should at a minimum meet national or industry minimum standards
- Ensure that for each pay period, workers are provided with a salary statement that includes sufficient information to verify accurate compensation for work performed

- Ensure work weeks do not exceed the maximum set by local law and shall not be more than 60 hours per week, including 12 hours of overtime, as described in ILO convention 131
- Ensure that all workers are allowed at least one day off every seven days

3.7. Environmental Protection

UN Global Compact Principle 7: Businesses should support a precautionary approach to environmental challenges.

UN Global Compact Principle 8: [Businesses should] undertake initiatives to promote greater environmental responsibility.

Humble Group's sustainability strategy includes "Securing Responsible Sourcing & Production" as a strategic area, where our ambition is to create safe and fair value chains which create positive impact in the world. Humble Group's vision is to transition to carbon positive production and supply chain, to ensure sourcing practices that protect biodiversity and regenerative ecosystems, to secure transparent and traceable product origin and to promote zero waste and circular solutions.

Humble Group's sustainability strategy also includes "Empowering Better Choices" as a strategic area where our ambition is to ensure safe & healthy products for people and planet, and to provide our consumers with easy access to holistic product solutions that improve people's physical and mental health. Through transparent marketing and third-party labelling schemes, Humble Group's goal is to make environmentally responsible choices accessible for all generations.

All Humble Group's suppliers and subcontractors are required to be compliant with all relevant international, regional and local laws that concern environmental issues. Humble Group also expects its suppliers and subcontractors to support our own operational work towards environmental management and not hinder progress in this area.

Humble Group encourages all its suppliers and subcontractors to develop environmental targets in areas such as (but not limited to); waste reduction, water reduction, carbon positivity, protecting biodiversity, pollution reduction and transparency in reporting. In time, suppliers and subcontractors will be expected to communicate environmental goals with reasonable measures and provide data on transformation plans to reduce their negative impact on the environment.

UN Global Compact Principle 9: [Businesses should] encourage the development and diffusion of environmentally friendly technologies.

Humble Group's sustainability strategy includes "Securing Responsible Sourcing & Production" as a strategic area, where our ambition is to support renewable energy and fossil free transportation in the FMCG industry.

Humble Group has a growing number of facilities that have made investments in environmentally friendly technologies (e.g., solar panels, biogas plants, heat exchangers) to support their own energy needs and/or meet energy efficiency goals. We expect our suppliers and subcontractors to be a part of the transition to fossil-free energy and

fossil-free transportation initiatives by switching to fossil-free alternatives where possible.

Humble Group's environmental commitments are outlined in our **Environmental Policy**.

3.8. Anti-Bribery and Corruption Prevention

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

Humble Group uses the definition of "extortion" as defined by the OECD Guidelines for Multinational Enterprises which is "soliciting a bribe is the act of asking or inducing another to commit bribery. It is extortion when this demand is accompanied by threats that endanger the personal integrity or life of the private actors involved."

Humble Group uses the definition of "bribery" as defined by Transparency International's Anti-Bribery Business Principles which is "an offer or receipt of any gift, loan, fee, reward or other benefit to or from any person as an inducement to do something that is dishonest, illegal or a breach of trust in the conduct of the company's business."

Humble Group is committed to combatting all forms of corruption and recognizes that as a socially responsible company with global stakeholders, we must accept full liability for the actions within our direct operations, as outlined in our **Anti-Bribery and Corruption Prevention Policy**. We strongly encourage all suppliers and subcontractors to comply with the same standards.

3.9. A Humble approach going forward

We believe that our products bring value and positive benefits to society, particularly in the areas of nutrition and personal care.

We recognize that promoting and protecting human rights, good labor practices and environmental conservation throughout our value chain is an ongoing process which requires constant review and evaluation. We commit to improving our supply chain visibility and increasing the amount of information publicly available through more in-depth reporting on both progress and challenges on an annual basis.

We take a Humble approach by recognizing that the best results often come from collaboration, and actively invite industry peers, suppliers, governments, and organizations to join together to address our collective supply chain challenges.

4. Roles and responsibilities

The CEO of Humble Group AB (publ) is the owner of this policy.

The CEO and Board of Directors of Humble Group AB (publ) are ultimately responsible for compliance with this policy and Humble Group's Human Rights commitments.

The CEO of each subsidiary is responsible for implementing the Group Policy Portfolio together with any locally developed policies. This includes ensuring their teams are

aware of and consistently trained on the expectations outlined in this **Supplier Code of Conduct**.

5. Exceptions

There are no exceptions to this policy.

6. Monitoring of compliance

6.1. Monitoring of compliance within Humble Group:

- The CEO of each subsidiary is responsible for implementing the Group Policy Portfolio together with any locally developed policies. Humble Group Ab (publ) regularly reviews CEO performance and compliance to policies.
- The Humble Group AB (publ) is responsible for providing a Group-wide **Speak Up platform and Policy** (whistleblowing) and encourages stakeholders to come forward if they are aware of misconduct or suspected misconduct that is in conflict with this **Supplier Code of Conduct** and/or may have a reputational risk to the Group. Humble Group commits to upholding its **Speak Up Policy** to support and protect those that come forward without fear of repercussion.

6.2. Adherence of suppliers

Humble Group is constantly improving its supply chain oversight and will be monitoring adherence to this **Supplier Code of Conduct** in various ways.

- Suppliers will be asked to sign this **Supplier Code of Conduct**, signifying that they understand the standards they are held to and that they are expected to inform their direct teams and subcontractors of the requirements and expectations within the document.
- Suppliers may be asked to provide proof of performance regarding topics included in this Code and reserves the right to audit activities and request information/documentation relevant to Humble Group's **Supplier Code of Conduct**.
- Humble Group may request that their suppliers are subject to third-party audits.

6.3. Consequences of non-compliance

Should Humble Group find that a supplier or subcontractor is non-compliant, there may be implications including but not limited to:

- Requesting non-compliant suppliers to share and implement a corrective action plan to improve level of performance
- The termination of ongoing business collaboration

6.4. Acknowledgement and acceptance of Humble Group’s Supplier Code of Conduct

CONTACT AT SUPPLIER (FULL NAME): _____

CONTACT AT SUPPLIER (TITLE): _____

SIGNATURE:

DATE OF SIGNATURE (DD/MM/YYYY):