



Business Code for Suppliers

Cramo is a full-service provider that rents out machinery, equipment and modular space to construction companies, manufacturers, the public sector and private customer. We serve over 150,000 customers. Our business success is built on relationships - with our colleagues, our customers, our competitors, our investors and others. The basis for these relationships is integrity and trust.

We aim to be a shaper in rental, offering cutting-edge sustainable solutions. As a shaper, we show our customers that we design and deliver our services according to our high ethical standards.

Sustainability is an integrated part of our brand and services. This is why Cramo prioritizes 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. Therefore, we expect that our suppliers and business partners demonstrate the same high ethical standards as ours - and also that they secure that their own suppliers and contractors do.



Martin Holmgren, President and CEO, Cramo Oyj



CRAMO

Cramo Supplier Code of Conduct

Complying with laws and policies. We never compromise our integrity.

Compliance with local laws. The Supplier follows local laws and regulations. If the requirements of this Code are stricter than local laws, the Supplier shall follow the Code.

Anti-corruption and fair competition. The Supplier practices fair competition and does not engage in any form of corruption, including extortion and bribery. We appreciate good working relations, but gifts or promotions should never influence business decision. Therefore, it is key for Cramo 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.

Protecting Human Rights. The Supplier 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.

Creating a good work environment. Labour standards and working conditions.

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.

No discrimination. The Supplier does not tolerate discrimination, harassment or less favourable treatment 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 jeopardise 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 recognised and documented employment relationship and the Supplier does not use sub-contracting to undermine the rights of workers.

Fair remuneration. The Supplier complies with relevant governments' minimum wages, or industry standards approved on the basis of collective bargaining, whichever is higher.

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.



Being a responsible corporate citizen. We never compromise on public and social responsibilities.

A protective attitude to environmental issues. The Supplier takes a precautionary approach to environmental challenges and undertakes initiatives to promote greater environmental responsibility.

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.

Communicating transparently. The Supplier provides correct and consistent information to its stakeholders in a timely manner and in accordance with applicable stock exchange rules.

Compliance and follow-up

The Supplier provides Cramo with any information that Cramo may request regarding the standards in the Code. If there are any questions about how to implement this Code the Supplier is to take immediate contact with Cramo. The Supplier should also take immediate contact with Cramo to report any non-compliance with this code, in its own operations or its supply chain.

Supplier signature

As a supplier to Cramo 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

