

# Supplier Code of Conduct

Adopted by the Board of Directors of Logistea AB (publ) on July 10, 2025

## ABOUT THE CODE

Logistea is a real estate company that creates value through investments in industrial and logistics properties, offering functional premises for our tenants. At Logistea, we build our relationships with suppliers based on mutual trust and shared values. We act with integrity to remain a reliable business partner and expect the same level of ethical conduct from all our suppliers.

Through this Code of Conduct ("the Code"), we communicate the requirements we place on our suppliers regarding environmental responsibility, social responsibility, human rights, employment conditions, business ethics, and anti-corruption.

The Code is based on the ten principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights.

We expect all our suppliers to comply with the Code, even if it may represent a higher standard than national or international legislation.

This Code applies to all organizations that provide Logistea with products, personnel, or services, including direct and indirect suppliers, service providers, and subcontractors. We expect our suppliers to make every effort to meet the requirements within their own organization and to actively ensure compliance among engaged subcontractors.

Those working for our suppliers under employment-like conditions, such as contracted staff, shall also be treated in accordance with the principles stated in this Code.

All suppliers and partners to Logistea are required to understand and comply with the content of Logistea's Code of Conduct.

## COMPLIANCE WITH LAWS AND REGULATIONS

Suppliers to Logistea shall:

- Comply with applicable laws, regulations, directives, and standards as well as collective agreements relevant to their business in all countries where the supplier operates.
- Hold all necessary permits, licenses, and registrations for their operations.
- Respect the principles of the UN Global Compact, OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights, and ILO Core Conventions. Suppliers should conduct regular due diligence assessments of their operations and supply chains.

## HUMAN RIGHTS

Suppliers to Logistea shall:

- Support and respect internationally recognized human rights.

- Have procedures in place to assess the risk of contributing to human rights violations through their operations.
- Promote equal opportunities for all regardless of gender, gender identity or expression, sexual orientation, ethnicity, belief, disability, or age. Discrimination is not tolerated.
- Not use forced labor, including coercion or threats to compel work.
- Not require employees to deposit valuables or identity documents.
- Maintain zero tolerance for child labor.

## **EMPLOYMENT CONDITIONS**

Suppliers to Logistea shall:

- Provide employees with fair wages and reasonable overtime pay.
- Ensure weekly working hours do not exceed legal limits.
- Prevent harassment, bullying, threats, oppression, or other abusive treatment.
- Ensure that minors under 18 are not assigned hazardous, degrading, or education-impairing work.
- Have procedures to identify and protect workers from discrimination or unjust dismissal.

## **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

Suppliers to Logistea shall:

- Allow workers, without discrimination, to join or form trade unions of their choice and enable collective bargaining.
- Not obstruct or hinder the formation of trade unions or collective negotiations.
- Enable alternative forms of independent and free worker representation and negotiation in countries where freedom of association and/or collective bargaining is legally restricted.

## **WAGES**

Suppliers to Logistea shall:

- Ensure wages are sufficient to cover basic needs and allow for some discretionary income.
- Pay wages directly to the employee, on time and in full.
- Ensure all workers have a written and understandable employment contract clearly stating wage terms and payment methods before employment begins.

- Not allow wage deductions as disciplinary measures.

## **HEALTH AND SAFETY**

Suppliers to Logistea shall:

- In accordance with applicable laws and regulations, actively work to prevent health and safety risks with the goal of achieving a zero-accident workplace, where injuries and work-related illnesses are prevented.
- Have a written policy regarding work environment and safety.
- Have documented procedures for compliance and continuous improvement in the work environment, and maintain a register of accidents and incidents.
- Ensure employees receive relevant safety training for their work.
- Ensure employees have access to and use appropriate protective equipment.
- Ensure any accommodations provided by the employer are clean, safe, well-ventilated, and have access to sanitation and drinking water.
- Ensure alcohol and drugs are not used during working hours on the premises.
- Ensure essential health and safety information is available in a language the employee understands.
- Conduct regular evacuation drills. Fire protection equipment, evacuation plans, and emergency exits shall be clearly visible and accessible in all areas.

## **ENVIRONMENTAL RESPONSIBILITY**

Suppliers to Logistea shall:

- Conduct their operations with environmental consideration and contribute to reduced climate impact, in accordance with the Paris Agreement and relevant EU environmental directives.
- Collaborate with Logistea to work towards production that is as resource-efficient and environmentally friendly as possible.
- Collaborate with Logistea to promote recycling, reuse, and the use of building materials with lower climate footprints.
- Operate responsibly with respect for the environment and climate, comply with applicable environmental legislation, and hold necessary permits.
- Continuously work on improving environmental measures within their operations.
- Apply the precautionary principle from a life-cycle perspective.

- Have systems in place to manage waste and hazardous waste responsibly and in accordance with local regulations.
- Minimize the use of hazardous substances and work proactively to prevent pollution.
- Work efficiently with resources and actively reduce energy and water consumption.
- Ensure that required data and certificates are available to meet relevant requirements for the use of products and materials in Logistea's properties.
- Have procedures to identify and address any environmental incidents, and report them.

## **BUSINESS ETHICS AND ANTI-CORRUPTION**

Suppliers to Logistea shall:

- Conduct their operations in accordance with good business practices, promote free competition, and maintain a high ethical standard.
- Ensure that no bribes are offered, given, or received. Gifts and representation shall be characterized by transparency, moderation, and have a natural connection to the business relationship. Special caution shall be exercised in contacts with public officials, where even small gifts or hospitality may be prohibited by law.
- Avoid situations where personal or financial interests may affect objectivity in decisions related to Logistea.
- Promote free and fair competition and refrain from cartels, price fixing, etc.
- Under no circumstances participate in transactions that may be suspected of links to criminal activity, fraud, or money laundering.
- Have procedures in place for reporting and controlling irregularities, including providing whistleblower mechanisms.

## **INFORMATION SECURITY AND DATA PROTECTION**

Suppliers to Logistea shall:

- Protect confidential information related to Logistea or our customers so that it is only used for its intended purpose. This also means that the supplier must not act based on information received in error. Such cases must be reported to Logistea.
- Ensure that the use of personal data is handled in accordance with applicable laws and regulations.
- Take appropriate technical and organizational security measures to protect information from unauthorized access, loss, or manipulation.

## **MONITORING AND FOLLOW-UP**

The supplier is responsible for knowing, understanding, and actively complying with this Code.

By accepting this Code, the supplier agrees that Logistea, or a third party appointed by Logistea, may conduct audits or inspections as needed to verify compliance.

If the supplier does not meet the requirements of this Code, Logistea may implement additional measures such as dialogue, joint action plans, or other actions.

Should the supplier be in breach of any requirements in this Code, Logistea expects this to be addressed immediately. If the supplier fails to meet the requirements and does not take necessary actions within the agreed timeframe, Logistea reserves the right to terminate the business relationship.

Suspected violations of laws, regulations, or this Code shall be reportable to a designated contact person, with the option to report anonymously.

We encourage suppliers to ask questions and seek guidance when needed. Suspected violations should be reported via Logistea's whistleblower service at <https://logistea.whistlelink.com/>