

# Supplier Code of Conduct

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## **Purpose**

DIB Group works to promote knowledge, justice, and social responsibility. These supplier guidelines are based on our values and our role as a responsible member of society. We aim to build strong collaborations with suppliers who share our commitment to responsible business practices.

The guidelines are inspired by the principles of the UN Global Compact and provide direction for how we can jointly safeguard human rights, decent working conditions, the environment, and anti-corruption efforts.

## **Scope**

These guidelines apply to all our partners and suppliers, including their subcontractors, who provide goods and/or services to the companies within the DIB Group:

- DIBkunnskap AS – Org.nr 974 379 511 (Norway)
- DIB Kunskap AB – Org.nr 559469-7343 (Sweden)
- DIB Viden A/S – CVR 31581869 (Denmark)

We regard our suppliers as important partners and expect mutual openness, integrity, and responsibility.

## **Ethical Business Conduct**

We expect our suppliers to comply with all relevant laws and regulations, including those related to anti-corruption, taxation, and competition.

Unethical behavior, such as corruption, bribery, money laundering, extortion, facilitation payments, or the use of intermediaries to circumvent controls, is incompatible with our values. We encourage suppliers to have internal procedures in place to prevent such practices.

Gifts, travel, entertainment, or other benefits that may influence decision-making should not be offered or accepted. In case of doubt, we encourage suppliers to contact us as we always welcome transparency.

Fair competition is essential for sustainable markets. We expect our suppliers to comply with applicable competition laws and avoid any form of price-fixing, market sharing, or other anti-competitive practices.

Any conflicts of interest—whether due to personal relationships, financial ties, or dual roles—should be handled transparently. Suppliers are expected to notify us early if such situations arise so that appropriate measures can be jointly agreed upon.

## **Human Rights and Working Conditions**

We seek to collaborate with suppliers who actively support fundamental human rights and contribute to decent working conditions throughout the supply chain.

Child labor, forced labor, discrimination, and harassment are unacceptable. We expect suppliers to promote equality, inclusion, and equal opportunity, regardless of gender, age, ethnicity, religion, disability, or sexual orientation. Suppliers should also have systems in place to avoid contributing, directly or indirectly, to human rights violations through their supply chains.

All employees must be allowed to organize and engage in collective bargaining, and work under safe and fair conditions in line with national laws and international standards.

We value a healthy working environment, both physically and psychosocially. Employees should be treated with respect and be given opportunities for development, participation, and well-being.

## **Environment and Sustainability**

A responsible approach to the environment is essential for our shared future. We wish to work with suppliers who actively reduce their environmental impact and promote sustainable solutions.

We expect all suppliers to comply with relevant environmental laws and regulations. Furthermore, we encourage a precautionary approach to environmental risks. Therefore, we recommend maintaining a climate accounting system and reporting sustainability performance in accordance with recognized standards such as CSRD or VSME.

DIB is committed to continuous improvement and encourages all suppliers to pursue sustainable innovation and adopt environmentally friendly technologies wherever possible. We also welcome knowledge sharing and collaboration on environmental initiatives.

## **Information Security and Privacy**

Suppliers must protect confidential information and process personal data in accordance with GDPR and other relevant legislation.

If a supplier processes data on behalf of DIBkunnskap AS, a separate data processing agreement must be entered into.

## **Whistleblowing and Reporting**

We expect suppliers to have robust systems for handling concerns and whistleblowing, and to ensure that employees who report wrongdoing are protected from retaliation.

We see transparency and trust in the supply chain as a shared responsibility.

**Signature and Commitment**

We ask suppliers to confirm that they have read, understood, and will comply with these guidelines. Confirmation must be documented when agreements are signed or renewed.

**Follow-up and Collaboration**

DIB want to develop partnerships with suppliers who are committed to social responsibility and sustainability. We emphasize an open and constructive dialogue and invite suppliers to share insights, challenges, and suggestions for improvement.

We reserve the right to follow up on compliance through conversations, self-reporting, or audits. Significant breaches may lead to measures including possible termination of the collaboration, but our primary goal is to support improvement whenever possible.

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