

Code of Conduct for Suppliers

Purpose

The DIB Group (DIB) works to promote knowledge, fairness and social responsibility. This Code of Conduct for Suppliers is based on our values and our role as a responsible corporate citizen. We aim to develop partnerships with suppliers who share our commitment to responsible business practices.

The guidelines are inspired by the principles of the UN Global Compact and provide guidance on how we can work together to safeguard human rights, decent working conditions, the environment and anti-corruption.

Scope

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

- DIBkunnskap AS (Norway)
- DIB Kunskap AB (Sweden)
- DIB Viden A/S (Denmark)

We expect our cooperation with suppliers to be based on openness, integrity and responsibility.

Ethical Business Practices

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

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

Gifts, travel, entertainment and other benefits that may influence decisions shall not be offered or accepted. In case of doubt, the supplier should contact DIB.

Fair competition is a prerequisite for sustainable markets. We expect our suppliers to comply with applicable competition rules and to avoid all forms of price-fixing, market sharing or other anti-competitive practices.

Any conflicts of interest, whether arising from personal relationships, financial ties or dual roles, shall be handled with openness. We expect the supplier to notify us at an early stage if such circumstances arise, so that we can jointly find appropriate solutions.

Human Rights and Working Conditions

We want to work with suppliers who actively support fundamental human rights and contribute to decent working conditions throughout their value chain.

Child labour, forced labour, discrimination and harassment are unacceptable. Suppliers shall work to promote equality, inclusion and equal opportunities, regardless of gender, age, ethnicity, religion, disability or sexual orientation. The supplier shall have systems in place to avoid contributing to breaches of these guidelines, including indirectly through the supply chain.

All employees shall have the opportunity to organise and engage in collective bargaining, and shall work under safe and fair working conditions, in accordance with national legislation and international standards.

We value a good working environment, both physical and psychosocial. Employees shall be treated with respect and have opportunities for development, participation and well-being.

Environment and Sustainability

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

Our suppliers shall comply with applicable environmental laws and regulations. We also encourage a precautionary approach to minimise risks related to environmental impact. We recommend that suppliers maintain a climate account and report on sustainability in accordance with recognised standards such as CSRD or VSME.

DIB is committed to continuous improvement and encourages all suppliers to pursue sustainable innovation and choose environmentally friendly technologies wherever possible. DIB wishes to learn from good initiatives and share experience with our suppliers in these areas.

Information Security and Data Protection

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

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

Whistleblowing and Reporting

Suppliers shall have systems in place to handle concerns and reports of misconduct. Employees who report concerns shall be protected against retaliation.

We consider it a shared responsibility to create openness and trust throughout the supply chain.

Signature and Commitment

Suppliers shall confirm that they have read, understood and will comply with these guidelines. The confirmation shall be documented upon entering into or renewing an agreement.

Follow-up and Cooperation

DIB wants to work with suppliers who take social responsibility and sustainability seriously. We value open and constructive dialogue and encourage suppliers to share insights, challenges and suggestions for improvement.

We reserve the right to follow up on compliance through dialogue, self-reporting or audits. Material breaches may result in measures, including possible termination of the cooperation, but our primary aim is to support improvement wherever possible.

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