



Self-assessment questionnaire for suppliers to companies in the Trelleborg Group

As virtually every other responsible company with extended international activities, the Trelleborg Group has adopted a Code of Conduct, summarising important aspects of how we conduct our business. The Trelleborg Code of Conduct is available on trelleborg.com/en/About-us/Code-of-Conduct for your reference and convenience.

The Trelleborg Code of Conduct is based on seven principles reiterated below:

- ***We respect the rights of the individual, act in accordance with fair business, marketing and advertising practices and are committed to continuously developing the safety and quality of our products and processes.***
- ***We respect the rule of law, conduct our business with integrity and honesty and are accountable for our actions.***
- ***We continuously work to reduce the negative impact of our operations on the environment and health.***
- ***We do not engage in illegal operations or operate in the context of illegal activities.***
- ***We do not tolerate the offering, solicitation or acceptance of bribes.***
- ***We are all entitled to alert the designated compliance officers if we witness any violations of laws or of this Code of Conduct.***
- ***Trelleborg listens to its stakeholders and takes their opinions into account with the objective of ensuring the sustainable success of our company.***

Business at Trelleborg shall be conducted in accordance with the following principles:

We are committed to working with suppliers who adhere to our quality requirements and our business principles. We will strive to support positive changes as regards quality, the environment and the work environment. Suppliers are important business partners for Trelleborg and it is important for us that you share the values underpinning our Code of Conduct.

We would therefore appreciate your completing of the questionnaire below. Please sign it and return it to your Trelleborg contact within two weeks.

If we do not receive an answer within the stated timeframe we will consider it as if you refuse to answer. Please advise us if you are not the right person to address for this issue.

Your answer to the questionnaire will not be divulged to any third party except as is necessary to external professionals retained by us for purposes of verification as agreed with you.

Please tick the appropriate box below. Where you reply NO or N/A you must use the space below the interested question to leave your comment explaining your reply. Only questions 3, 4, 5, 11, 12 can receive N/A as a reply.



	Statement	Yes, I comply	No, I do not comply	N/A
1	We are fully compliant with mandatory applicable national and applicable international laws on			
	• Competition			
	• Anti-corruption			
	• Environmental protection			
	• Labor practices (including working hours, salaries, safety at work and vacation)			
	• Anti-discrimination			
Comment				
2	We are not in material breach of any other applicable laws.			
Comment				
3	All the activities related to the use, storage and disposal of waste or/and substances or/and hazardous materials are done in accordance with local laws and regulations.			
Comment				
4	We have in place an environmental management system, such as ISO 14001, EMAS or an equivalent system. [If other than ISO or EMAS please identify/describe your system as a "comment" below]			
Comment				
5	Our environmental management system is third-party certified.			
Comment				
6	Our employees are offered protective equipment and training necessary to safely perform their tasks.			
Comment				
7	The minimum age for employment is 15 years or higher due to completion of compulsory schooling. We respect the workers' rights to bargain collectively and form/join unions, whose representatives shall never be subject to discrimination or limited access to the workplace.			
Comment				
8	We recognize elected workers' representatives and bargain in good faith with them regarding all important workplace concerns, and honour the agreements made.			
Comment				



9	We honor our agreements on working hours and payment of wages, whereas no deductions are made for disciplinary reasons or otherwise without approval from the individual or in conflict with applicable law.			
Comment				
10	We monitor suppliers, contractors, joint-venture partners, and other major business associates for commitment to environmental and social responsibility.			
Comment				
11	We are fully open at the possibility that Trelleborg, through its own employees or external professional consultants retained by Trelleborg, may verify the correctness of the contents of this questionnaire.			
Comment				
12	We monitor our materials closely from a compliance perspective and can make certain that we have processes in place to ensure our abidance by applicable laws, including how we are affected by the EU REACH regulation (Annex XIV and Candidate List), RoHS-directive, as well as use of Conflict Minerals.			
Comment				
<u>SPECIAL PARAGRAPH FOR CHILD LABOR</u>				
1.1	We are fully compliant with mandatory applicable national and applicable international laws on labor practices, including child labor.			
1.2	We share the view that all harmful child work should be avoided; i.e. work that children should not be doing because they are too young to work, or – if they are old enough to work – because it is dangerous or otherwise unsuitable for them.			
1.3	We will apply the same rules, procedures and actions in order to be sure that also all our sub suppliers will adopt the same actions in order to prevent any breach of rules or laws for Child Labor.			
Comment				

Please sign below and return the questionnaire to us within the next two weeks.

Thank you for your cooperation.

Trelleborg AB, for and on behalf of all companies of the Trelleborg Group

The information in this questionnaire has been provided to the best of our knowledge, belief and understanding

Place..... Date.....

Name and Stamp of the Company.....

DUNS Number of Company (if available)

Name of Signor.....

Signature.....