

Supplier Code of Conduct

At Lime Technologies, we consider our suppliers vital partners in delivering exceptional customer experiences. This Code of Conduct outlines our expectations for ethical, transparent, and responsible business practices across all supplier relationships.

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Confidentiality level	External
Owner	Nils Olsson, CEO
Approved by	The Board of Directors



1. Compliance with Laws & International Standards

Suppliers must comply with all applicable local, national, and international laws. Where legal requirements differ, the higher standard must be followed to protect human rights and the environment.

Suppliers are also expected to uphold the principles of:

- The UN Universal Declaration of Human Rights
- The International Labour Organization's Core Conventions
- The UN Global Compact (Lime is a signatory)
- The UN Convention on the Rights of the Child

2. Human Rights & Labor Practices

Lime is committed to fair and respectful working conditions throughout our supply chain. Suppliers must ensure:

- **No Forced Labor:** All work must be voluntary. Workers must be free to leave employment with reasonable notice and without coercion.
- **No Child Labor:** No employment of individuals below the legal working age or under 15 (or 14 where ILO Convention 138 allows). Workers under 18 must not perform hazardous work.
- **Diversity and Inclusion:** All workers must be treated fairly, without discrimination based on race, gender, age, disability, religion, sexual orientation, or other protected characteristics.
- **Working Hours and Compensation:** Working hours must comply with local laws and industry standards. Overtime must be voluntary and fairly compensated. Wages and benefits must meet or exceed legal minimums and be paid transparently.
- **Freedom of Association:** Employees must be free to form or join unions and engage in collective bargaining without fear of retaliation.
- **Health and Safety:** Suppliers must provide a safe and healthy work environment, prevent accidents and illnesses, and meet international health and safety standards.

3. Environmental Responsibility

Suppliers must actively manage and reduce their environmental impact:

- **Climate Action:** Reduce greenhouse gas emissions, energy use, and waste. Prioritize renewable energy, efficient resource use, and sustainable innovation.
- **Waste Management:** Implement systems for reducing, reusing, and recycling waste. Hazardous materials must be handled and disposed of safely and legally.

4. Ethical Business Conduct & Data Privacy

Lime expects suppliers to uphold high standards of integrity and transparency:

- **Anti-Corruption:** Zero tolerance for bribery, corruption, or extortion in any form, including dealings with public officials, customers, and third parties.
- **Fair Competition:** Comply with competition laws. Prohibit price-fixing, bid-rigging, and other anti-competitive practices.

- **Conflicts of Interest:** Avoid situations that could compromise objectivity. Disclose any potential conflicts to Lime.
- **Data Privacy and Confidentiality:** Protect confidential and personal data in accordance with GDPR and other data protection laws. Implement strong cybersecurity measures to prevent unauthorized access.

5. Supply Chain Responsibility

Suppliers must promote responsible practices throughout their supply chains by:

- imposing the same or equivalent conditions set forth in this Code of Conduct in the respective subcontract agreements regarding ethical, social, and environmental standards; and
- follow up on compliance and reporting any risks or violations to Lime Technologies.

6. Compliance & Monitoring

Lime reserves the right to assess supplier compliance of this Code of Conduct through surveys, documentation reviews, and employee interviews. Suppliers must cooperate fully and take corrective action if issues are identified. Continued non-compliance may result in termination of the business relationship.

7. Commitment to Continuous Improvement

Lime Technologies is committed to continuous improvement, and we expect the same from our suppliers. By adopting this Supplier Code of Conduct, suppliers demonstrate their commitment to responsible business practices and to creating a positive impact on society and the environment.