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Owner: Head of Procurement Tyréns Sverige

Supplier Code of Conduct

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1 Introduction

Tyréns is one of Sweden's leading community development consultancies. Together with our customers and partners, we create sustainable solutions in the fields of urban development and infrastructure. We are specialists in designing cities, the built environment and infrastructure solutions. Our values are Connect, Challenge and Create.

Tyréns is committed to ethical business practices, sustainability, and transparency and we expect our suppliers to do the same. This Supplier Code of Conduct (below labeled "the Code") outlines our expectations for suppliers and their role in supporting our shared goals.

1.1 Purpose

The purpose of this document is to ensure that our suppliers understand and align with Tyréns' business ethics and sustainability commitment.

1.2 Scope and Applicability

This Code applies to all suppliers and sub-consultants (below labeled "Suppliers") who provide goods or services to Tyréns Sverige (below labeled "Tyréns"). It is based on Tyréns' Group Values, Business Ethics Policy, Code of Conduct, Sustainability Policy and Information Security Policy.

1.3 Compliance Expectations

Tyréns' suppliers are expected to fully comply with this Code, all applicable laws, regulations and the CSRD directive where applicable. Suppliers must also provide information related to the CSRD Directive when requested by Tyréns.

The latest version of this Code is available on Tyréns external webpage. Suppliers should ensure they have the latest version and will also be asked to verify compliance on a yearly basis. Tyréns may follow up how suppliers have implemented this Code, for example via audits. Non-compliance with this Code should be remedied by the Supplier as soon as possible. Continued or serious non-compliance may be a cause for termination of the partnership.



2 Business Ethical Standards and Values

Tyréns expects suppliers to uphold the highest ethical standards, including transparency, integrity and honesty, as part of the commitment to corporate responsibility. We believe that fair and open competition is best for our company, our owner, our clients, our employees and for society at large and that the suspicion of a conflict of interest can be as damaging as an actual conflict. Suppliers must comply with The United Nations Convention against Corruption. Some aspects of this document are especially pointed out below:

- Suppliers must conduct their business honestly, transparently, and with integrity.
- Suppliers must not engage with customers whose business is illegal or may create material harm to Tyréns' brand or long-term business.
- Suppliers must comply with applicable competition laws and cannot enter into unethical agreements that distort competition.
- Suppliers must avoid situations where conflict of interest may influence decisions.
- Suppliers do not request, accept, pay, or offer to give bribes, either directly or through external parties acting on their behalf, even if such conduct is legal or permitted under applicable law or local practice.

3 Labor and Employment Practices

Tyréns places great importance on fair labor practices and employee well-being.

Suppliers commit to the internationally recognized Human Rights and Labor declarations in:

- The United Nations Universal Declaration of Human Rights.
- The International Bill of Human Rights.
- The United Nations Convention on the Rights of the Child.
- The International Labor Organization's Declaration on Fundamental Principles and Rights at Work

In the following paragraph, some aspects covered in these declarations are especially pointed out:

- Suppliers must support and respect human rights, diversity and inclusion, and fair treatment of employees and stakeholders and must not be complicit in any human rights abuses.
- Suppliers must comply with local labor laws, industry standards, and relevant collective bargaining agreements, as applicable, regarding working hours, wages, and benefits. Fair compensation and reasonable working hours are expected for suppliers' employees.
- Suppliers must provide a safe and healthy work environment. Proactive measures to prevent workplace hazards are essential.
- Suppliers must not employ child labor (below legal working age) or engage in forced labor.
- Suppliers strive to create a diverse and inclusive workplace.
- Suppliers do not accept bullying, discrimination, harassment, or unwanted sexual advances of any kind.

4 Environmental Responsibility

Tyréns is committed to minimizing its environmental impact and promoting sustainable practices. We actively work to improve the environmental, social and economic performance of our operations and our services. We support the creation of better, climate neutral, resilient and more sustainable communities, in accordance with the Paris Agreement within the United Nations Framework Convention on Climate Change and the 2030 Agenda for Sustainable Development. In the following paragraphs, some aspects of these documents are especially pointed out:

4.1 Sustainable Practices

- Suppliers should adopt resource-efficient practices and minimize their carbon footprint. Reduce waste borttaget, stod dubbelt
- Energy efficiency, responsible material use, and waste reduction are encouraged.
- Suppliers are encouraged to embrace circular economy principles, including recycling, reuse, and responsible resource management.

4.2 Hazardous Materials Management

- Suppliers must handle, store, and dispose of hazardous materials correctly.
- Compliance with environmental laws and regulations is mandatory.



4.3 Responsible sourcing

- Suppliers must ensure that their products and services are responsibly sourced in line with this Code.
- Suppliers must ensure that this Code is communicated within their entire supply chain.

5 Data Privacy and Confidentiality

Confidentiality and secure data handling are essential. We respect privacy and data protection and follow the rules on data protection in accordance with GDPR. Suppliers must adhere to Tyréns Information Security Policy. Some aspects of GDPR and information security are especially pointed out below:

- Suppliers are responsible for ensuring the confidentiality, integrity, and availability of the data and information assets they process or store on behalf of Tyréns.
- Suppliers ensure to, at all times, protect personal data in line with GDPR and adhere to information security and confidentiality requirements that are specific for assignments with Tyréns and other business partners.
- Suppliers ensure that transfers to third countries comply with GDPR requirements.
- Suppliers ensure that robust data protection measures prevent unauthorized access or disclosure of all data.
- Suppliers ensure that procedures are in place in order to detect, report, and investigate information security and personal data breaches.

6 Reporting Violations to the Code

All Tyréns' employees and suppliers are responsible for reporting suspected or known misconduct. Reporting can be done confidentially and anonymously through the Whistle-blower line on our website.

Non-compliance with this Code will be investigated, and appropriate action taken.

[Visselblåstjänst](#)