

Code of Conduct

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Supplier & Business Partner Code of Conduct

Responsible Business & Supply Chain Standards

SEPTEMBER 2026

Our commitment

At AMET & PARTNERS, responsibility is an integral part of how we develop products, select partners and build long-term relationships.

We source, develop and supply products for the hospitality industry across textiles, operating supplies & equipment (OS&E), guest amenities, spa products, customized products and packaging.

Our supply chain extends across multiple countries, materials and production processes. With this comes a responsibility to understand how our products are made, where they come from and under what conditions they are produced.

This Supplier & Business Partner Code of Conduct defines the minimum standards we require from suppliers, manufacturers, subcontractors and other business partners involved in products or services supplied to AMET & PARTNERS.

Our principles are guided by internationally recognized frameworks, including the United Nations Global Compact, the UN Guiding Principles on Business and Human Rights and relevant conventions of the International Labour Organization (ILO).

Compliance with applicable laws and regulations is always required. Where this Code and applicable law address the same issue with different standards, the higher standard should be applied wherever legally possible.

Responsibility extends beyond our direct partners. We expect suppliers and business partners to communicate these principles throughout their supply chains and maintain appropriate oversight of subcontractors and production partners.

People & Human rights

Forced labour and human trafficking

All employment must be freely chosen.

AMET & PARTNERS does not accept any form of forced, bonded, compulsory or involuntary labour, slavery or human trafficking within our supply chain.

Workers must be free to leave their employment in accordance with applicable law. Employers must not retain passports, identity documents or work permits, require deposits or recruitment fees, or impose debt arrangements that restrict a worker's freedom.

Child labour

Child labour is prohibited.

Suppliers must comply with applicable national legislation and relevant ILO conventions regarding minimum working age.

Workers under the age of 18 must not perform hazardous or night work, or any activity that may negatively affect their health, safety, education or development.

If child labour is identified, suppliers must take responsible corrective action, with the welfare and continued education of the child as the primary consideration.

Equality and non-discrimination

Every worker must be treated fairly, equally and with dignity.

Discrimination in recruitment, employment, compensation, promotion, training or termination based on ethnicity, nationality, social origin, religion, gender, gender identity, sexual orientation, age, disability, marital or family status, political opinion, union membership or any other legally protected characteristic is prohibited.

Harassment and respectful treatment

Physical, sexual, verbal or psychological harassment, violence, threats, intimidation, corporal punishment, humiliation or other abusive treatment is prohibited.

Workers must be treated with respect and dignity at all times.

Freedom of association

Workers must be free to form or join trade unions and worker organizations and to participate in collective bargaining in accordance with applicable law.

Workers and their representatives must not face discrimination, intimidation or retaliation for exercising these rights.

Where freedom of association is restricted by law, suppliers should enable alternative means of independent worker representation and dialogue.

Fair & Safe working conditions

Health and safety

Every worker has the right to a safe and healthy workplace.

Suppliers must identify and manage risks associated with their operations, machinery, production processes, chemicals and materials, and maintain appropriate procedures to prevent accidents, injuries and occupational illness.

Workers must receive relevant health and safety training and, where necessary, appropriate personal protective equipment.

Production facilities must maintain adequate fire safety, emergency exits, evacuation procedures and emergency preparedness. Workers must have access to clean drinking water, sanitary facilities and hygienic working conditions.

Where accommodation is provided by the employer, equivalent standards of health, safety and dignity must apply.

Wages and benefits

Wages and benefits must meet or exceed applicable legal requirements or relevant industry standards and must be paid regularly, in full and on time.

Workers must receive clear and understandable information regarding their wages, benefits, working hours and deductions. Overtime must be compensated in accordance with applicable legislation.

Working hours and rest

Working hours, overtime and rest periods must comply with applicable law and internationally recognized labour standards.

Excessive overtime must not be imposed. Overtime should be voluntary and must not routinely be used as a substitute for adequate staffing.

Workers must receive appropriate rest periods and at least the minimum number of rest days required by applicable law.

Employment conditions

Workers must have documented employment arrangements and clear, understandable information about the terms and conditions of their employment.

Temporary contracts, subcontracting, apprenticeships or similar arrangements must not be used to circumvent legal or contractual obligations towards employees.

Responsible production

For AMET & PARTNERS, responsible sourcing goes beyond the finished product. We seek transparency into the materials, processes and production partners behind the products we bring to the hospitality market.

Production transparency

Suppliers must provide accurate and transparent information about where and how products supplied to AMET & PARTNERS are manufactured.

Upon request, suppliers must disclose relevant production sites, manufacturing partners and subcontractors involved in our products.

Production must not be transferred to another facility or subcontractor where this could compromise agreed quality, compliance, social or environmental requirements.

AMET & PARTNERS must be informed of significant changes to production arrangements that may affect product compliance, traceability or responsible sourcing requirements.

Subcontracting

Suppliers remain responsible for all products and services subcontracted to third parties.

Relevant subcontractors must meet standards equivalent to those set out in this Code, and suppliers are expected to maintain appropriate oversight and take corrective action where deficiencies are identified.

Unauthorized subcontracting is prohibited. Suppliers must ensure transparency regarding all relevant production sites and subcontractors involved in products supplied to AMET & PARTNERS.

Materials & Traceability

Understanding what our products contain and where key materials originate is an important part of responsible sourcing.

Material information

Suppliers must provide accurate and verifiable information regarding product composition and materials.

Depending on the product category, AMET & PARTNERS may request information regarding:

- material composition and origin;
- recycled or certified content;
- country of origin;
- manufacturing location;
- relevant raw material sources;
- chemicals and substances used;
- packaging composition;
- product and packaging weight;
- environmental or social certifications;
- test reports and declarations of conformity.

Information provided must be accurate, verifiable and supported by relevant documentation where required.

Traceability

Suppliers are expected to maintain appropriate traceability for products and materials supplied to AMET & PARTNERS.

For higher-risk materials, products or sourcing regions, additional traceability information may be required.

Suppliers must cooperate with reasonable requests from AMET & PARTNERS to map relevant parts of the supply chain.

Responsible materials

We expect suppliers to continuously identify and propose more responsible material alternatives where technically and commercially viable.

This may include certified or recycled materials, renewable resources, lower-impact alternatives and solutions designed to improve durability, reuse or recyclability.

Environmental and sustainability claims must be accurate, substantiated and supported by appropriate documentation.

Product Safety & Chemical Compliance

Products supplied to AMET & PARTNERS must be safe, compliant and suitable for their intended use.

Suppliers are responsible for ensuring that products, materials and components comply with applicable product safety, chemical and regulatory requirements for the markets in which they are intended to be sold.

Chemicals and restricted substances

Suppliers must maintain appropriate controls over chemicals and substances used in raw materials, components, production processes and finished products.

Restricted or prohibited substances must not be used where their presence would violate applicable legislation or specific AMET & PARTNERS requirements.

Where relevant, suppliers must conduct or provide appropriate testing and maintain documentation demonstrating compliance.

Product documentation

Upon request, suppliers must provide relevant and up-to-date compliance documentation, which may include:

- laboratory test reports;
- certificates;
- declarations of conformity;
- material and product specifications;
- safety data sheets;
- technical documentation;
- country-of-origin information;
- chemical compliance documentation.

All documentation must relate to the actual product, materials and production process supplied to AMET & PARTNERS and must be accurate, valid and traceable.

Packaging & Circularity

Packaging is an important part of the environmental impact of the products we supply.

We expect suppliers to work with AMET & PARTNERS to reduce unnecessary packaging, improve material efficiency and support more circular packaging solutions over time.

Packaging information

Suppliers must provide accurate and verifiable information regarding packaging materials, composition and weight where requested.

This may include primary packaging, secondary packaging and transport packaging, as well as relevant labels, inserts and other packaging components.

Suppliers must provide relevant packaging documentation and data required for AMET & PARTNERS to meet applicable regulatory, reporting and customer requirements.

Better packaging

Where technically and commercially feasible, suppliers are expected to work towards: reducing unnecessary packaging and material use;

- increasing recyclability;
- avoiding unnecessarily complex material combinations;
- increasing recycled or responsibly sourced content;
- improving packaging efficiency during transportation;
- developing refillable, reusable or lower-impact solutions where relevant.

Packaging must always provide appropriate product protection, hygiene and safety and comply with applicable packaging requirements.

Environment & Climate

We expect our suppliers and business partners to actively work to reduce the environmental impact of their operations and the products they supply.

Suppliers must comply with applicable environmental laws and regulations and maintain all permits, licenses and documentation required for their operations.

Environmental performance

Beyond legal compliance, suppliers are expected to continuously improve their environmental performance.

Relevant areas include:

- greenhouse gas emissions and energy use;
- renewable energy;
- water consumption;
- waste prevention, reuse and recycling;
- wastewater, emissions and pollution prevention;
- responsible chemical management;
- resource efficiency;
- biodiversity and responsible land use;
- transportation and logistics.

Suppliers should measure relevant environmental impacts and, where reasonably available, provide environmental data requested by AMET & PARTNERS.

Continuous improvement

We encourage suppliers to establish measurable environmental objectives and demonstrate progress over time.

Where relevant, suppliers are expected to cooperate with AMET & PARTNERS in identifying opportunities to reduce environmental impact across products, materials, production, packaging and transportation.

Business Ethics & Integrity

AMET & PARTNERS expects all business relationships to be conducted with integrity, transparency and in compliance with applicable laws and regulations.

Anti-corruption and bribery

AMET & PARTNERS has zero tolerance for bribery, corruption, extortion, fraud or improper influence.

Suppliers and business partners must not offer, promise, give, request or accept anything of value intended to improperly influence a business decision or obtain an unfair advantage.

Gifts and hospitality

Business gifts and hospitality must be reasonable, occasional, transparent and appropriate to the business relationship. Legitimate product samples provided for evaluation, testing or demonstration purposes are not considered business gifts, provided they are reasonable in nature and value and are not intended to improperly influence a business decision.

Gifts, hospitality or other benefits must never be offered or accepted with the intention of improperly influencing procurement decisions, negotiations or other commercial decisions.

Conflicts of interest

Actual, potential or perceived conflicts of interest that could affect the business relationship with AMET & PARTNERS must be disclosed without undue delay.

Fair competition

Suppliers and business partners must comply with applicable competition and antitrust laws and must not participate in price fixing, market allocation or other anti-competitive practices.

Confidentiality & intellectual property

Confidential information, product developments, designs, specifications, customer information and intellectual property belonging to AMET & PARTNERS or our customers must be protected.

Such information must not be disclosed, reproduced or used outside the agreed business relationship without authorization.

Data protection

Personal data must be processed responsibly, securely and in accordance with applicable privacy and data protection laws.

Trade compliance

Suppliers and business partners must comply with applicable customs regulations, import and export controls, trade restrictions and international sanctions.

Accurate information regarding product origin, classification and value must be provided where required for customs and trade compliance.

Documentation & Transparency

Transparency and reliable documentation are essential to responsible sourcing and product compliance.

Suppliers and business partners must provide accurate, complete and up-to-date information relevant to products and services supplied to AMET & PARTNERS.

Documentation provided to AMET & PARTNERS must be authentic, valid and, where applicable, traceable to the relevant product, material, production site or process.

This may include information relating to product specifications, materials, origin, production, certifications, testing, regulatory compliance, environmental performance and other supply-chain requirements.

Falsification, manipulation or intentional misrepresentation of records, certificates, test reports, product information or other documentation is considered a serious violation of this Code.

Suppliers and business partners must cooperate with reasonable requests from AMET & PARTNERS for information or documentation required to verify compliance with this Code.

Compliance & Continuous Improvement

Compliance with this Code is an important part of doing business with AMET & PARTNERS.

Suppliers and business partners are responsible for implementing the requirements of this Code within their own operations and for communicating relevant requirements to subcontractors and other parties involved in products or services supplied to AMET & PARTNERS.

Verification

AMET & PARTNERS reserves the right to request relevant information and documentation to verify compliance with this Code.

Where appropriate, verification may also include assessments, third-party audits or visits to relevant production facilities, subject to reasonable notice and applicable agreements.

Suppliers and business partners are expected to cooperate transparently with reasonable verification requests.

Corrective action

If non-compliance is identified, our first objective is to work with the supplier or business partner to understand the issue and establish appropriate corrective action.

Corrective actions must be implemented within an agreed timeframe and progress must be communicated transparently to AMET & PARTNERS.

Serious violations, repeated non-compliance, falsification of information or failure to implement agreed corrective actions may result in suspension or termination of the business relationship.

Continuous improvement

We recognize that responsible sourcing is an ongoing process.

AMET & PARTNERS values partners who demonstrate transparency, take responsibility when challenges arise and continuously work to improve social, environmental and ethical performance.



Everyone should be able to raise concerns about misconduct or potential violations of this Code without fear of retaliation.

Suppliers and business partners must provide appropriate channels through which workers and other relevant stakeholders can raise concerns confidentially and without fear of punishment, discrimination or retaliation.

Suppliers and business partners must investigate credible concerns responsibly and take appropriate corrective action where necessary.

Concerns relating to products, production or business conducted on behalf of AMET & PARTNERS may also be reported directly to AMET & PARTNERS through our designated contact channel.

Reports made in good faith will be handled responsibly and without retaliation.

REPORT A CONCERN

compliance@amet.se

Our shared responsibility

The products we supply are the result of many people, materials and processes across our supply chain.

For AMET & PARTNERS, responsible business means looking beyond the finished product. It means understanding where products come from, how they are made and continuously working to improve their social and environmental impact.

We expect our suppliers and business partners to share this responsibility.

Through long-term partnerships, greater transparency and continuous improvement, our ambition is to raise the standard for responsible sourcing within the hospitality industry.

Better products. Greater transparency. Long-term responsibility.

Acknowledgement

By signing this document, the undersigned confirms that they have read and understood the AMET & PARTNERS Supplier & Business Partner Code of Conduct and agree to comply with the requirements set out in this Code.

The undersigned also confirms responsibility for communicating relevant requirements of this Code to employees, subcontractors, production partners and other relevant parties involved in products or services supplied to AMET & PARTNERS.

Company:

Company registration number:

Address:

Name:

Position:

Date:

Signature / Stamp:

Amet