



Monitor ERP Group – External Code of Conduct

At Monitor, we believe in building long-term partnerships grounded in trust, responsibility, and sustainability. Guided by our core values – Long-term thinking, Down-to-earth, and Committed – we expect our suppliers, sales partners, service providers, and other business partners (all of whom hereinafter referred to as “Partner”) to uphold high ethical, social, and environmental standards.

This Code of Conduct outlines the principles we expect all such Partners to follow, ensuring that together we contribute to a responsible and sustainable value chain.

Compliance with laws and regulations

The Partner must comply with all applicable laws, regulations, and rules in the countries where operations are conducted.

Human rights and working conditions

The Partner is expected to:

- not use child labor.
- respect the right to freedom of association and collective bargaining.
- not engage in forced labor or any form of modern slavery.
- promote diversity and non-discrimination.
- offer fair wages and reasonable working hours.
- ensure a safe and healthy work environment.

Environmental responsibility

The Partner is expected to:

- work systematically to reduce their environmental impact.
- use resources efficiently and minimize waste.
- identify and phase out hazardous substances.
- promote the use of sustainable technologies.
- measure and reduce greenhouse gas emissions when necessary.



Business ethics

The Partner is expected to:

- have zero tolerance for corruption, bribery, and extortion.
- avoid conflicts of interest and report potential conflicts to Monitor.
- ensure that gifts and representation are moderate and legal.
- protect confidential information and respect intellectual property rights.

Trade and export control

The Partner must comply with all applicable export, import, and sanctions laws. Information about products and components must be accurate and transparent.

Implementation and follow-up

Monitor ERP Group expects the Partner to:

- have a clear policy for responsible business conduct.
- identify and manage negative impacts on people and the environment.
- have mechanisms to receive and handle complaints.
- document compliance and be open to audits.

Partners must have a process for reporting serious concerns confidentially and without retaliation. Monitor expects to be informed promptly if any misconduct arises that could affect our business.

Deviations and consequences

In case of deviations from this code, Monitor ERP Group will engage in dialogue with the Partner to achieve improvement. Serious or repeated violations may lead to termination of the cooperation.

Morgan Persson

CEO – Monitor Group