

SRS Supplier Code of Conduct

Version 1.0

Classification: Public



SRS Supplier Code of Conduct

The purpose of this Code of Conduct is to clarify SRS's fundamental principles and requirements regarding quality, information security, human rights, working conditions, environment, business ethics, and continuous improvement. Based on our values and international standards, we take long-term responsibility for quality, security, and ethics throughout our operations and supply chain. We believe in cooperation, reliability, and continuous improvement, and expect the same high standards from our suppliers, subcontractors, and partners.

This Code of Conduct applies to all SRS suppliers, subcontractors, and partners (hereinafter collectively referred to as "Suppliers").

Laws, standards, and agreements

The Supplier must comply with all applicable laws, regulations, and governmental requirements in the countries where they operate. The Supplier must possess necessary permits, licenses, and registrations and ensure that these are valid and available for inspection. If local laws are less restrictive than this Code, the principles of the Code apply, unless this would conflict with mandatory law.

Governance and compliance

The Supplier must have internal procedures to monitor and identify changes in applicable laws, regulations, and standards. Policies, processes, and procedures must clearly communicate roles, responsibilities, and instructions, adapted to the size and risks of the business. The Supplier must apply the requirements of this Code within its own operations and ensure that these are passed on throughout the supply chain. SRS reserves the right to review compliance, including audits and documentation requirements. Deviations must be remedied without undue delay, otherwise the business relationship may be terminated.

Quality management system

The Supplier must have a documented quality management system that ensures products and services meet agreed requirements. Processes for risk management, deviation management, and corrective actions must be in place and followed up. Traceability and documentation for critical processes and deliveries must be available for inspection.

Human rights and working conditions

The Supplier must respect internationally recognised human rights and treat all people fairly and with respect. No form of child labour, forced labour, discrimination, or harassment is accepted. Workers must have the right to reasonable working conditions, pay, leave, and freedom of association.

Procedures to identify and manage risks of human rights violations, including in the supply chain, must be in place.

Equal treatment and protection against exploitation

The Supplier must not allow discrimination or harassment on any grounds, including gender, identity, sexual orientation, ethnicity, religion, age, disability, or similar. Human trafficking, forced labour, and child labour are prohibited. All work must be voluntary and performed by persons who have reached the legal age.

Health and safety

The Supplier is responsible for providing a safe and healthy work environment in accordance with national law and international guidelines. Risk assessments and preventive measures must be carried out regularly. Personnel must have access to relevant protective equipment and training.

The Supplier must work systematically and preventively to continuously improve the work environment. Work-related incidents and injuries must be reported.

Environment and climate

The Supplier must work systematically to reduce negative environmental impact, including energy and resource consumption, emissions, and waste. The precautionary principle must be applied and environmentally friendly technologies promoted. Relevant environmental goals and risk assessments must be in place.

The Supplier must control resource use, prioritise renewable energy sources, and work for circular resource use. Emissions and waste must be minimized and managed in an environmentally sound manner. Hazardous chemicals must be identified and used with the utmost caution.

Environmental legislation and relevant standards must be followed. The supplier must have an environmental policy that ensures set environmental objectives are regularly monitored and reviewed.

Business ethics and anti-corruption

The Supplier must act with high ethical standards and in accordance with good business practice. Zero tolerance applies to all forms of corruption, bribery, extortion, and money laundering. Operations must be conducted with fair competition and conflicts of interest avoided. Any conflicts of interest between the Supplier and SRS, or its employees, must be immediately reported to SRS.

Gifts and representation may only occur in line with good business practice and must never influence business decisions.

Responsible sourcing of raw materials

The Supplier must ensure that raw materials are sourced and handled responsibly, legally, and traceably. Particular care must be taken with materials from conflict or high-risk areas. Raw materials must be legally extracted, and origin must be verifiable. The Supplier must avoid negative impacts on people, biodiversity, and ecosystems, and counteract financial crime and conflicts.

Supply chain and subcontractors

The Supplier is responsible for ensuring that this Code is also complied with by subcontractors and throughout the supply chain. SRS reserves the right to review and follow up on compliance. In the event of serious or repeated violations, the business relationship may be terminated.

Information security and data protection

The Supplier may only use information and/or data relating to SRS, its employees, or customers for the intended purpose. The Supplier must protect such information according to best practice and relevant laws (e.g., NIS2, GDPR) and take appropriate measures to prevent misuse or improper dissemination. All applicable data protection laws and contractual terms must be followed when collecting, storing, using, processing, or sharing personal data. The Supplier must have procedures for handling and reporting security incidents and ensure that these procedures are known and followed throughout the supply chain. Incidents relating to information security or personal data must be reported to SRS immediately.

Reporting and follow-up

The Supplier must immediately report suspected or actual violations of legislation and/or this Code to SRS. SRS may conduct audits, site visits, and request documentation to ensure compliance. The Supplier must have a whistleblower function and protect persons who report in good faith.

Continuous improvement

The Supplier must work on continuous improvements in quality, safety, environment, and ethics. Deviations and improvement suggestions must be documented, evaluated, and addressed.

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