

Supplier code of conduct.



Empowering defence.



By living our values every day, we make our strategy come **alive**.

We combine the power of technology with human responsibility – delivering solutions that make a difference, strengthen defence capabilities, and build a more sustainable future.

We expect the same commitment from our suppliers and partners. Together, we have a shared responsibility to uphold high ethical standards, respect human rights, protect the environment, and ensure that innovation and security go hand in hand with integrity and sustainability.

Our Supplier Code of Conduct is based on the UN Global Compact's ten principles, as well as the NATO Supplier Code of Conduct, and expresses the expectations that we hold for our suppliers.

If a supplier fails to meet our expectations as set out in the Supplier Code of Conduct, W5's general approach is to encourage improvement. Critical deviations or repeated unwillingness to make improvement, however, may jeopardize the supplier's relationship with W5 Solutions and have contractual consequences as described in the applicable agreement. To be eligible for a contract award, suppliers must read and acknowledge this Code of Conduct and agree that it sets the minimum standards expected of them.



01

Compliance and Due Diligence

Suppliers to W5 Solutions shall:

- Comply with applicable laws, international conventions, and this Code.
- Apply due diligence to identify, prevent, and manage risks of negative impact on people, the environment, and society.
- Ensure these principles are communicated and implemented throughout their supply chain.

02

Human Rights and Working Conditions

We expect suppliers to:

- Respect internationally recognized human rights.
- Not use forced labour, child labour, or modern slavery.
- Provide a safe, healthy, and inclusive workplace.
- Pay fair wages and comply with laws on working hours and benefits.
- Respect freedom of association and collective bargaining.
- Ensure equal treatment and diversity – no discrimination based on gender, age, ethnicity, religion, disability, sexual orientation, political opinion, or trade union membership.
- Prevent harassment, threats, exploitation, and sexual abuse.

A smiling man with glasses, wearing a dark blue W5 Solutions hoodie, stands in a warehouse. He is holding a white document. The background shows high industrial shelving units filled with boxes. The image is overlaid with a vertical line and two circular callouts containing the numbers 03 and 04.

03

Environment and Climate

As a supplier to W5 Solutions, you shall:

- Comply with environmental legislation and proactively reduce climate impact. Identify and reduce greenhouse gas emissions, with goals and improvement plans.
- Minimise waste, emissions, and the use of hazardous substances.
- Promote resource efficiency, circular solutions, and sustainable technologies.
- Contribute to innovations that strengthen sustainability and societal defence capabilities.

04

Ethics and Business Integrity

We expect suppliers to:

- Refrain from all forms of corruption, bribery, and undue influence.
- Manage conflicts of interest transparently and report them to W5 Solutions.
- Ensure gifts, representation, and benefits are never used to influence decisions.
- Respect intellectual property rights and handle confidential information responsibly.
- Compete fairly and act with integrity in all business relations.



05

Trade, Security, and Data

Suppliers shall:

- Comply with laws on export control, sanctions, and trade.
- Exercise due diligence regarding conflict minerals and disclose sources upon request.
- Protect sensitive information and apply robust cyber security practices.
- Ensure data management meets requirements for confidentiality, integrity, and availability.
- Contribute to a stronger and more resilient societal defence – security work is part of sustainability responsibility.

06

Reporting, Monitoring and Improvement

- W5 Solutions reserves the right to monitor and audit compliance with this Code
- Suppliers shall cooperate in reviews and provide access to relevant information.
- In case of non-compliance, corrective action plans are expected. Severe or repeated violations may result in termination of the relationship.
- Suppliers and their employees are encouraged to report suspected violations via W5 Solutions' whistleblowing channel.

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