



# GARO GROUP

## Sustainable Sourcing Policy

GARO Group AB and its affiliates (or the "Company") (Corp. Reg No. 556051-7772)

Originally adopted October 18, 2024.

Issued by Andreas Olsson, Sustainability Manager

Approved by Joseph Ree, CEO GARO Group



## **1. INTRODUCTION**

At GARO Group, we are committed to uphold high standards of professionalism and ethics in our product manufacturing. Our dedication extends to ensuring that the products we deliver to our customers are free from Conflict Minerals. These minerals, which are often linked to the funding of armed groups in the Democratic Republic of the Congo (DRC) and neighboring regions, pose a significant concern. We recognize the need for our policy to evolve in tandem with changing regulations and industry practices. Non-compliance with these requirements, including providing false or misleading information, may result in supplier termination, and we reserve the right to explore other recourse options.

## **2. HUMAN RIGHTS AND CONFLICT-AFFECTED AREAS**

GARO Group shares the global concern about human rights violations, including forced labor, human trafficking, and child labor, occurring worldwide. We also acknowledge the profound impact of armed conflicts on causing extreme violence in areas known as "Conflict-Affected and High-Risk Areas" (CAHRAs). To address these issues, we align our approach with the "OECD Due Diligence Guidance for Responsible Chains of Minerals from Conflict-Affected and High-Risk Areas" (OECD Due Diligence Guidance), as well as the legislative actions taken in various regions, including the United States of America and the European Union.

## **3. SCOPE AND OUR ROLE IN THE SUPPLY CHAIN**

GARO Group is committed to the responsible sourcing of minerals. We operate in compliance with the OECD due diligence framework, aiming to avoid any inadvertent support of conflicts or human rights abuses. Our stance is underscored by our Code of Conduct for Suppliers serving as guidelines to prevent, address and rectify human rights abuses within our business operations. To fortify our journey toward supply chain sustainability, we maintain an established Code of Conduct for GARO Group Suppliers. We mandate our suppliers to uphold this Code of Conduct, and we, in turn, expect them to disseminate these standards to their own suppliers. Our procurement department develops routines for on-site audits and self-assessments.

## **4. COLLABORATION AND EDUCATION**

We actively engage in cross-industry efforts to support responsible minerals sourcing. We provide ongoing education and training for our purchasing, research and development, and product staff to ensure alignment with the latest regulations and industry best practices.

## **5. SUPPLIER ONBOARDING**

As part of our comprehensive approach, we intend to develop guidelines and procedures for onboarding suppliers. This ensures that they understand and align with our Sustainable Sourcing Policy.

## **6. REVIEW AND CONTACT INFORMATION**

This policy will be subject to an annual review conducted by the Sustainability Committee, which will ensure that it aligns with our sustainability initiatives, evolving regulations, and best practices. If you have any questions, please contact our Sustainability Manager, Andreas Olsson, at [andreas.olsson@garo.se](mailto:andreas.olsson@garo.se) or call +46 370 332 800.