



CODE OF CONDUCT FOR SUPPLIERS



The Stockholm School of Economics (SSE) is committed to fostering a positive and inclusive work environment across all areas of our organization. We strive to uphold high ethical standards and expect all suppliers to adhere to this Code of Conduct and act in a professional, respectful, and fair manner.





ETHICAL GUIDELINES

We expect everyone connected to SSE to act ethically. This includes avoiding conflicts of interest, anti-competitive practices, corruption, bribery, and all forms of illegal or unethical behavior.

INTEGRITY AND CONFIDENTIALITY

Those performing work for SSE are required to maintain confidentiality regarding information that is not considered public knowledge. Suppliers must protect and handle confidential information securely. Such information must not be shared or used without appropriate consent.

SUPPLY CHAIN AND WORKING CONDITIONS

Suppliers must ensure that their supply chain is transparent and complies with international labor standards. This includes preventing child labor, undeclared labor, and exploitative working conditions. Suppliers must also comply with sanctions and restrictions imposed by the European Union and other relevant authorities.

QUALITY, ENVIRONMENT AND WORK ENVIRONMENT

We expect our suppliers to meet high standards in terms of quality, environment and work environment. Our expectations include the following:

QUALITY

Suppliers are expected to deliver high-quality products and services that meet our specifications and requirements. They must have clear quality control processes, conduct tests and inspections, and be open to receiving feedback and making improvements when needed. Audits and evaluations of suppliers' operations may be conducted to ensure compliance with SSE's requirements and to promote continuous performance improvement.

ENVIRONMENT

We aim to collaborate with suppliers who are committed to sustainability initiatives and take action to minimize their environmental impact. This includes complying with environmental legislation, reducing emissions and waste, promoting energy efficiency, and using renewable resources where possible.

WORK ENVIRONMENT

SSE strives for a workplace marked by respect, equality, and inclusion. Everyone should treat each other with respect regardless of gender, age, ethnic background, sexual orientation, disability, religion, or any other form of diversity. Discrimination, harassment, and bullying are not tolerated.

Suppliers are expected to foster an inclusive and fair work environment for their staff, offer equal opportunities to all employees, and ensure that workers have decent working conditions, such as competitive wages, reasonable working hours, and social benefits.

Suppliers must create a safe and healthy work environment for their employees, provide adequate protective equipment, and implement measures to minimize work-related risks and promote well-being.

CONTRACTORS

SAFETY AND HEALTH

Contractors must demonstrate strong risk awareness and proactive risk prevention. It is the contractor's responsibility to ensure that all personnel have the necessary training and knowledge to safely perform their tasks on our premises. Third-party safety is also crucial, meaning contractors must ensure that unauthorized individuals do not gain access to the work area and that risks related to off-site work are eliminated.

Contractors working at SSE may not allow unauthorized persons into school premises. This also applies to locked areas to which the contractor has been granted access. Contractors must wear visible ID06 cards for projects subject to the Swedish Tax Agency's regulations on electronic staff ledgers.

In the event of serious incidents or accidents on SSE property, the contractor must immediately inform SSE's security coordinator and property manager.

CULTURAL AND ENVIRONMENTAL CONSIDERATIONS

All construction work must be carried out with environmental consideration and a sustainable approach. Contractors must prioritize recycling and proper waste management. SSE encourages sustainable solutions and is always open to discussing alternative, equivalent approaches or material choices that benefit the environment.

Many of SSE's properties are culturally classified, and there is a strong interest in preserving and developing the historic environment. Before starting any work, contractors must ensure that their activities do not compromise cultural heritage values. In case of uncertainty, the SSE contact person must be consulted.

CONSEQUENCES OF VIOLATIONS

Violations of the Code of Conduct may lead to various consequences depending on the severity and circumstances of the violation. SSE takes all breaches seriously and will take appropriate actions to ensure compliance and uphold ethical standards.

Violations of the Code of Conduct can damage the reputation and credibility of SSE and individuals. It may also affect our relationships with stakeholders, including suppliers, partners, and customers. Examples of potential actions include:

INVESTIGATION AND ACTIONS

In cases of suspected violations, an investigation will be conducted to establish the facts and context. Depending on the outcome, different actions may be taken, such as warnings or termination of supplier agreements.

FOLLOW-UP AND IMPROVEMENT

SSE reviews processes and routines to identify any deficiencies that may have led to violations. Measures are taken to improve these processes and ensure that similar breaches are not repeated in the future.

LEGAL CONSEQUENCES

Some violations may constitute criminal offenses and can result in legal penalties and consequences. We cooperate with relevant authorities and the justice system to ensure that any crimes are prosecuted and punished in accordance with applicable laws and regulations.

It is important to note that consequences of violations may vary depending on the specific situation and severity of the breach. We aim to act in a fair and proportionate manner to ensure a safe and ethical work environment for all involved parties.



TOGETHER, WE WORK FOR A SUSTAINABLE FUTURE!



Stockholm School of Economics · P. O. Box 6501 · SE-11383 Stockholm
+46 8 736 90 00 · info@hhs.se · www.hhs.se

Published 2025