

Code of Conduct



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CEO Consivo Group

Every day, the companies in Consivo Group ('Consivo') work in various ways to create values for our customers and brands, in our endeavour to meet customers' expectations.

We want Consivo and its companies to be perceived as reliable, long-term business partners, so it is important that our operations are not only run based on financial targets and guidelines, but also on high standards of ethics and integrity.

This Code of Conduct summarises the ethical values that will apply in our operations, and alongside our core values – Honest, Personal and Committed – they lay the common foundation for how we act and conduct ourselves in our day-to-day work.

The Code of Conduct specifies the minimum level for acceptable conduct for all employees, board members and external consultants in the Group's companies. Consivo will not accept conduct that infringes upon the Code of Conduct.

The Code is based on the UN Declaration of Human Rights, the UN Convention on the Rights of the Child, OECD Guidelines, the UN Global Compact and ILO Conventions.



RESPONSIBLE BUSINESS CONDUCT

Strong business ethics

We are dependent on maintaining a high degree of trust among our customers, suppliers, authorities, employees, shareholders and other stakeholders.

We conduct our business with integrity and honesty, and take responsibility for our actions. We follow and respect the laws of the countries where we operate and do business.

Healthy competition

We support fair, free competition in all parts of our operation. We do not take part in unpermitted industry collaborations, price cooperation, market partitioning, or cartels.

Sustainable supply chain and responsible products

Through responsible purchasing, we shall strive to build long-term, sustainable relations with our suppliers and other business partners. All purchases should be based on fair, objective criteria. Suppliers shall respect and live up to the demands stipulated in our code of conduct for suppliers.

Prevention of money laundering

We agree to follow the laws on money laundering and funding of terrorism that exist in most of the world's countries.

Prevention of bribery and improper gifts

We commit to working against corruption in all its forms and do not accept bribes or improper gifts in our operations.

This means that no employee shall offer, accept, request or approve gifts, payments or other benefits that could influence or appear to influence the objectivity of a business decision.

Gifts and hospitality that we give or receive shall be characterised by moderation, and shall only be an

appropriate supplement in our business relations. We neither give nor receive anything that could lead to a conflict of interest or create doubt as to the recipient's loyalty to their employer, with the aim of achieving personal gain.

Avoiding conflicts of interest

Consivo's business relations shall be impartial, and all business decisions shall be made based on the companies' best interests. Employees shall therefore not use their employment for their own or a related party's gain, and should avoid getting involved in financial interests that may conflict with the Group companies' interests. If in any doubt, always discuss the matter with a manager.

Cooperation with authorities

We cooperate in an appropriate way with all relevant authorities in the countries where we operate.

We respond to queries from authorities in a prompt, accurate way and keep clear records. We follow the laws and regulations of each country, and report within the framework of these.

We cooperate and act with respect towards authority representatives in the event we are audited by such authorities.

Political independence

We are politically neutral. We make no payments or donations to political parties or their agents.

Neither the Consivo name, nor the name of a Group company or any other resource within the Group, may be used to promote a political party or its candidates.

The company's assets and resources

All employees are responsible for protecting and using the company's assets with due care and common sense so as not to lose, misuse or destroy them. This applies to physical assets such as computers and vehicles, as well as intangible assets/ intellectual property such as brands, copyright, domain names and know-how.

Reliable financial reporting

All accounting and reporting in the Group and its companies shall be truthful and of high quality, following generally accepted accounting principles. In this way, we ensure accurate, consistent and comparable financial information.

Information and communication

We strive for open, professional communication, within the framework of our confidentiality requirements. All communication, both internal and external, shall be accurate, fact-based and well-balanced. Business-related matters shall be handled by the individual company involved. Information regarding Consivo shall primarily be handled by the CEO or CFO.

HUMAN RIGHTS AND GOOD WORKING CONDITIONS

We support and respect internationally recognised fundamental human rights everywhere we operate.

Fair working conditions

We apply fair working conditions, and respect laws and labour law regulations in the countries where we operate. We ensure that we offer fair pay and benefits in accordance with laws and agreements. We comply with all collective agreements signed by us.

We do not accept forced labour, involuntary work or unpaid work in any form. Nor do we use illegal labour.

Open, respectful workplaces

We shall provide attractive, motivating workplaces, where everyone treats each other with dignity and respect. The working environment shall be inclusive, and we encourage everyone to take part and speak openly.

We value and respect diversity in the workplace, with equal rights and development opportunities for all. No employee, customer or representative of any business partner shall be discriminated against on the basis of age, ethnicity, socioeconomic group, skin

colour, gender, sexual orientation, civil status, religion, political opinion, disability or any other reason.

We do not tolerate any kind of discrimination, bullying or harassment in the workplace.

Health and safety at work

All our employees are entitled to a good working environment that assures health and safety.

We have a vision zero for work-related accidents, which means that our ambition is that no one should be injured at work.

We support a healthy lifestyle and encourage our employees to live an active, balanced life.

We aim to prevent and combat all forms of substance abuse in our operations. We do not accept employees neglecting their work duties due to alcohol or drug misuse, and it is completely unacceptable to be under the influence of alcohol or drugs in the workplace. In social gatherings arranged by the employer, customers or other business partners, alcohol may be served, but inappropriate behavior due to the influence of alcohol or other intoxicants is not accepted.

Freedom of association

All employees shall be entitled to join a trade union and decide whether they want to be represented by a trade union. We respect the right of employees and their trade unions to negotiate collective agreements.

Similarly, we respect the right of employees to refrain from joining a trade union.

Children's rights

Based on the UN Convention on the Rights of the Child, we respect and support children's rights in our operation and in our wider community.

We do not accept child labour or any other form of child exploitation in our operation, or among our suppliers or other business partners. We shall always follow applicable national laws and international standards regarding the minimum working age.

ENVIRONMENT

Environmental responsibility

We shall in different ways help to minimise the environmental impact of our operations. We work actively to protect the environment and climate, with a particular focus on the following priority areas:

- Energy efficiency and renewable energy, eco-friendly consumables and packaging materials
- Less food waste
- A sustainable supply chain with regard to the environment and climate
- Increase the range of organic, plant-based, healthy and fair trade products

APPLICATION AND COMPLIANCE

Application of the Code of Conduct

All employees of the Consivo Group are expected to follow this Code of Conduct. The Managing Director of each individual company is responsible for implementing the Code, informing their employees about their rights and obligations, and working to ensure that all employees comply with the Code. The Consivo Group Management is responsible for recording how we are meeting the requirements, and reporting to the board of directors once a year.

Compliance with the Code of Conduct

Each employee is responsible for upholding Consivo's integrity and reputation, and for reporting any instances of fraud or any other criminal behaviour. Any established infringements of our Code of Conduct shall lead to immediate disciplinary measures, which may mean dismissal and legal proceedings if the infringement is serious. Any employee unsure of whether a particular action might infringe on the Code of Conduct should turn to their manager for advice.

Consivo encourages a climate of openness and honesty in which all employees can report situations that they suspect might infringe on this Code of Conduct to their immediate manager or manager's manager. If for any reason the employee prefers not to discuss the matter with any manager, the Group has an anonymous whistleblowing service, details of which are given on the contact page of the Consivo website.

Reprisals or other negative consequences for employees reporting a known or suspected problem are not permitted.