

# Code of Conduct – Climeon AB

## Introduction

We exist to make the world better through brilliant innovations. We challenge established truths to make our customers more successful. We do this by empowering extraordinary talents with different backgrounds to find solutions through innovative approaches.

Our core values are:

- Make the world a better place
- Challenge established truths
- Brilliant solutions creating strong customer value
- Extraordinary, engaged and empowered talents
- Personal and professional Integrity

To deliver on these promises, we set high standards for ourselves. We expect the same from our partners. However, we are all humans, and we can fail. Therefore, we keep our eyes open and look for potential failures in living up to our standards. Should we ever detect such a failure, we commit to understand why, correct root causes and secure that the same failure is not repeated.

Thomas Öström

CEO

## Confidentiality

We are committed to maintaining the highest degree of integrity in all our dealings with potential, current and past clients, both in terms of normal commercial confidentiality, and the protection of all personal or confidential information received in the course of providing the business services concerned. We should act in the same way with information we receive from our suppliers, clients and other partners as we do with our own information. We extend the same standards to all our employees, partners, suppliers and associates.

## Ethics

We always conduct our own business honestly and honorably. We should always take proper account of ethical considerations in dealing with our employees, partners, suppliers and associates. We should not have any collaborations where there is a suspicion of conflict of interest. We will never accept the use of any forms of bribes, fraud or similar. We expect our employees, partners, suppliers and associates to act in the same way.

## Duty of care

We will always conform to relevant law, and we believe that all businesses and organizations, including this company, should avoid causing any adverse effect on the human rights of people in the organizations we deal with, the local and wider environments, and the well-being of society at large.

## Environment

We demand from ourselves, our partners, suppliers and our employees to be leading examples for acting environmentally friendly. Under all conceivable circumstances decisions should always be very deliberate and comply with what is long term best for the environment.

## Quality assurance

See our Quality policy

## Professional conduct

We conduct all of our activities professionally and with integrity. We take great care to be fair and objective in our judgment and any recommendations that we give, so that issues are never influenced by anything other than the best and proper interests of our clients.

## Equality and discrimination

We always strive to be fair and objective in our advice and actions. We are never influenced in our decisions, actions or recommendations by things such as gender, race, faith, color, sexual orientation, personal disability or similar.

## Employee, safety & health

All employees at Climeon should have a written employment contracts. The terms in the contract will as a minimum always follows Swedish law. More details about employee terms at Climeon could be found in the employee handbook.

Safety & Health at Climeon is regulated in the Work environment policy.

## Reporting

If any employee, partner, supplier or associate feels or has indications that the intention of this code of conduct (this also includes proposals and suggestions) is not followed, they are expected to report this directly to respective line manager, any member of the Leadership team or Chairman of Climeon.