



Code of Ethics and Conduct for Suppliers

Fundamental Principles

Arcona's Code of Ethics and Conduct is based on internationally recognized human rights, as expressed in:

- The United Nations Universal Declaration of Human Rights
- The United Nations International Covenant on Civil and Political Rights
- The United Nations International Covenant on Economic, Social and Cultural Rights
- The ILO Declaration on Fundamental Principles and Rights at Work

These principles shall be respected in all business activities.

Arcona's Responsibility and Values

Arcona's operations impact society both today and in the future. This requires demands on responsible, ethical, and long-term business conduct.

Our Code of Conduct is based on Arcona's values and guides how we act, lead, and make decisions. In all relationships – internal as well as external – we follow our guiding principles to be:

- Non-prestigious
- Engaged
- Present
- Trust-based
- Business-driven

Work Environment and Equal Treatment

Arcona does not tolerate any form of discrimination, harassment, or degrading treatment. Such behavior must never be accepted or concealed.

Our workplaces shall be:

- Safe and secure
- Free from accidents and work-related illness
- Characterized by respect, health, and joy at work

Suspected violations must be reported immediately to Arcona's site management so that appropriate measures can be taken.



Requirements for Suppliers

Suppliers are an important part of Arcona's operations.

We therefore expect all suppliers to comply with this Code of Conduct and that suppliers shall:

- Comply with applicable laws, regulations, and requirements
- Hold all necessary permits, licenses, and registrations
- Be covered by a collective bargaining agreement
- Ensure a good working environment and respect for human rights

Ethical Business Conduct

Arcona conducts its business in accordance with applicable laws and regulations and requires the same of its suppliers.

We do not accept:

- Corruption
- Bribery
- Extortion
- Improper benefits

Our work is based on Swedish law and guidelines from the Institute Against Bribery ((in Swedish Institutet Mot Mutor (IMM))).

Business decisions shall always be made objectively and without regard to personal gain. Relationships with business partners must not be exploited for private or improper advantages.

In procurement and the selection of subcontractors, Arcona acts impartially.

In addition to price, the following are also considered:

- Competence
- Experience
- Commitment
- Professional conduct

Compliance

Arcona expects this Code of Conduct to be complied with.

If a supplier seriously or repeatedly violates the Code, this may result in the termination of the business relationship with Arcona.



Reporting of Irregularities

Identified or suspected violations of this Code of Conduct shall be immediately addressed and reported:

- To your contact person at Arcona, or
- Via Arcona's whistleblowing channel on Arcona's website

Arcona AB

Responsible function: Purchasing

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