investor

Supplier Code of Conduct

Introduction and Purpose

Investor AB is an industrial holding company founded by the Wallenberg family in 1916. Investor is an engaged and long-term owner. Investor creates value for people and society by building strong and sustainable businesses.

This Supplier Code of Conduct ("Code"), which is based on Investor AB's ("Investor") Code of Conduct, is a statement of our commitment to business integrity in everything we do. Keeping our ultimate purpose always in mind; to create value for people and society by building strong and sustainable businesses.

We are looking forward to great co-operation with our suppliers and third parties in our supply chain ("Suppliers") in building strong and sustainable businesses for the future. We select Suppliers who share our commitment to sustainable business practices. This Code sets the principles for how we expect our Suppliers to behave with regards to their ethical, social and environmental business practices.

Supplier obligations

This Code contains requirements for Investor's Suppliers with regard to relevant laws, standards, human rights, labor rights, health and safety and business integrity. All Suppliers are expected to follow the principles set out in this Code. Suppliers are also expected to work proactively to further contribute to Investor's aspirations of continuously improving the ambition to be a sustainable business.

Commitments

Investor is a signatory of the UN Global Compact and the requirements in this Code are based on its 10 principles and OECD Guidelines for Multinational Enterprises. The 10 principles have their foundations in international conventions and declarations such as the Universal Declaration of Human Rights, the ILO's Declaration on Fundamental Principles and Rights. Investor's Suppliers shall always comply with relevant laws. If national law set out a more stringent position than this Code, national law prevails.

General obligations

Suppliers are expected to establish social, environmental and governance management systems that reflect their risks and opportunities. The Supplier shall meet the obligations in this Code in their supply chain. The Supplier shall in its agreements with subcontractors carry forward these obligations to their subcontractors by carrying forward this Code or similar obligations not less stringent than the obligations in this Code.

Human rights obligations

Suppliers are expected to always respect the principles regarding human rights as described in the principles and frameworks under Commitments. Among other things these principles include;

- Respect fundamental and internationally recognized human rights in all areas of operation.
- Not directly or indirectly engage in promoting, sponsoring or ignoring situations that entail violations of human rights.
- Support the protection of vulnerable groups and diversity.

Labor rights obligations

Suppliers are expected to always respect the principles regarding labor rights as described in the principles and frameworks under Commitments. Among other things these principles include;

- Ensure that employees have employment contracts in a language they understand including their terms of employment and termination.

investor

- Respect the regular and overtime hours allowed by the collective bargaining agreement and/ or law in each country with operation.
- Provide all employees at least the minimum wage according to national legislation or relevant collective bargaining agreement.
- Respect the rights of employees to freedom of association and collective bargaining.
- No form of child labor, forced labor, involuntary work or unpaid work is accepted.
- Safe and healthy work environment must be provided for all employees.
- Reject all forms of harassment and discrimination, whether active or passive.
- Employees with the same experience, qualifications and performance shall receive equal pay for equal work.

Climate and Environmental obligations

Suppliers are expected to always respect the principles regarding climate and environment as described in the principles and frameworks under Commitments. Among other things these principles include;

- Continuously improve management of environmental risks and impacts throughout the supply chain.
- Apply a precautionary approach when conducting business.
- Take suitable actions to minimize the consequences and improve their environmental performance in relation to water usage, chemicals, emissions, effluents, waste etc.
- Strive to use and encourage the development of climate and environmentally efficient technologies, services and products, to contribute to a sustainable development.
- Expects its suppliers to have a climate strategy, actively reduce its greenhouse gas emissions and publicly report progress.

Anti-corruption obligations

Suppliers are expected to always respect the principles regarding anti-corruption as described in the principles and frameworks under Commitments. Among other things key principles include;

- Uphold the highest ethical standards when doing business.
- Zero tolerance towards corruption in all its forms, including extortion and bribery.
- Work actively to prevent all forms of bribery and corruption.
- Not provide anything of value that is intended to improperly influence a decision.
- The Supplier shall take measures to avoid or mitigate possible and actual conflicts of interest.

Compliance and Audit

If a Supplier detects non-compliance with this Code within their operations or supply chain, they must notify Investor and agree on corrective action plans and take any necessary action to correct. Investor reserves the right to require data, answers on self-assessment questionnaires and carry out on-site audits of its Suppliers and their subcontractors. The on-site audits may be operated by an independent third party.

If Investor observes non-compliance with the Code, it will be assessed whether this can be mitigated and corrected. If this is not possible, the business relationship may be discontinued or a new business relationship will not be initiated.

Name:

Date:

Company: