

## Code of conduct

### Observing the law

Bionord A/S & Bionord Biokemi AB (afterwards "Bionord") accepts local, national and international laws, as well as guidelines and standards and keeps to them without any restrictions. Every employee is personally responsible for complying with the applicable regulations. To enable the staff to deal with ethical questions correctly it is absolutely essential that there is continual awareness building for all employees. It is an essential part of our corporate culture to behave with integrity to each other and our business partners.

### Monitoring

Regular reviews are an indispensable monitoring tool for the executive board. We expect, from our employees without exception that their own actions are in accord with our internal, as well as the generally accepted ethical standards. If anyone notices that there is a breach of the ethical principles, they are required to report this immediately. This information will be treated confidentially.

### Protection of human dignity

Bionord forbids any type of discrimination, for example due to nationality, ethnical background, religion, political views, gender, disability, age and/or sexual orientation. We categorically reject child -and forced labour. From our employees, we expect open-mindedness and respect towards each other. Sexual harassment and any form of mobbing are contradictory to our company culture. We encourage our employees to report possible incidents, independent of the fact if they are a victim or a witness.

### Health and safety at the workplace

All Bionord employees are responsible for health and safety at the workplace. Strict adherence to the legal regulations and safety standards is essential. Possible weak points or infringements are to be reported at once and rectified as soon as possible. By systematic supervision, improvements will be continually carried out, for example in the area of job safety. Precaution and prevention principles are of special importance. So, we regularly train our employees in health and safety.

### Pay and further education

Our employees are our most important asset. In recognition of their performance we pay fair market wages and guarantee equal opportunities. Furthermore, we actively promote the individual and professional development of our employees.

### Internal and external communication

Our employees are actively involved in creating structures and work processes in the company. Measures taken resulting from discussions with employees are part of our continual improvement processes and express our ability to innovate. We communicate openly and honestly. Our code of

conduct is publicly available on the homepage ([www.bionord.se](http://www.bionord.se)). It is important that our customers, suppliers and external partners know, what Bionord means in terms of ethical business activities.

### **Data protection**

Every type of confidential information has to be dealt with carefully. Company and trade secrets are not to be passed to unauthorized persons (neither internally nor externally). These rules also apply without restrictions to employees after their employment has ended. Works agreement of data protection makes all employees aware, without exception to protect personal data against misuse.

### **Fight against corruption**

We do not tolerate active or passive bribery. Therefore, we expect all of our employees to act objectively and to avoid any kind of conflict situation whereby a conflict of personal interests and company interests could arise. Independent of the amount it is categorically not allowed to accept or offer gifts of money. This also applies to other gifts that exceed usual amounts and country specific traditions.

### **Donations**

On principle we do not donate any contributions to political parties, political organizations or individual persons who hold a political office.

### **Environment**

Bionord is an environmentally friendly company which has committed itself to dealing carefully with environmental resources. We observe the laws and often go beyond the minimum requirements. We make our employees aware of the environmental aspects and also involve our customers, suppliers and other business partners.

### **Fair competition**

We commit ourselves to fair competition in that we decline price fixing, cartel or other activities or organizations that distort competition. Our employees are not allowed to get involved in any illegal business transactions and should report possible incidents as soon as possible.