

OrganoClick AB – Code of Conduct

For employees and suppliers

PURPOSE

This Code of Conduct has been developed for the purpose of protecting human rights, promoting fair employment conditions, safe working conditions, responsible management of environmental issues, and fostering high ethical standards. In addition to compliance with all relevant laws, regulations and standards in all of the countries in which they operate, all OrganoClick units, companies and employees shall comply with the Code of Conduct even if it stipulates a higher standard than required by national laws or regulations.

OrganoClick requires suppliers and their subcontractors to comply with the Code of Conduct, or similar standards, and to verify compliance by providing information and allowing access to their premises. OrganoClick is committed to engaging its suppliers to ensure continuous and measurable improvements over time.

OrganoClick supports the United Nations Global Compact initiative. In order to make this commitment clear to employees, suppliers, customers and other stakeholders, the Code of Conduct is based on the Global Compact's ten principles and shall be publicly available. We are also committed to implement the United Nations Guiding Principles on Business and Human Rights throughout our business operations.

OrganoClick believes we must not only meet the expectations of our customers and consumers, we must exceed those expectations. To that end, we have adopted standards for the safety, quality and integrity of our products and processes and we are committed to respecting the rights of individuals and the environment. We are dedicated to complying with all applicable (local) laws and to conduct business in an ethical and responsible manner.

APPLICATION

The Code of Conduct shall be applied throughout the company's operations, including in the production, supply, sales and support of OrganoClick products worldwide, as well as by OrganoClick suppliers through contractual agreement.

CODE OF CONDUCT:

1. Law & regulation

We will comply with all applicable (local) laws and regulations. We will meet applicable recognized voluntary industry standards for our products and processes.

2. No child labor

We will not use child labor. We will comply with all minimum age provisions of applicable laws & regulations.

3. No abuse of labor

We will not tolerate any form of forced labor or labor, which involves physical or mental abuse or any form of mental or corporal punishment.

4. Workplace conditions

We will provide a safe, healthy and secure workplace. We will abide by all applicable (local) laws and regulations for safety and health.

5. Freedom of Association

We recognize and respect the freedom of our employees to choose whether to associate or organize with any group of their own choosing. If employees are represented by an organization recognized under (local) law, we respect the right to bargain collectively.

6. No exploitation, discrimination or intimidation

Under no circumstances will the exploitation of any vulnerable individual or group, discrimination and/or intimidation be tolerated.

7. Working hours and wages

We will comply with all applicable wage, work hours, hiring, benefits, and overtime laws and regulations. In the absence of a law in a particular location relating to product safety, labor, employment, environment or working conditions, the spirit and intent of these policies shall be met.

8. Fair competition

We support fair and unrestricted competition in all our activities. We compete in a manner which is both ethical and just, without getting involved in inappropriate activities or unfair trading methods. Any form of price collaboration, competition limiting activities or contracts, or abuse of a leading position in the market, either between local units or in league with external partners, is prohibited.

9. Fraud

We will not engage in any form of fraudulent conduct, defined as the provision of deliberately misleading information for the purpose of obtaining an advantage.

10. Bribery

All gifts, rewards and benefits are regarded as bribery, if they are able to influence the recipient's behaviour. We will not accept, offer or give gifts, benefits, allowances or entertainment which may affect the professional judgement of us, our customers or partners. Only moderate gifts, rewards or benefits (up to local, maximum tax-free

amount) which do not affect the recipient's behaviour are allowed, provided that the presentation, promise or offer of such gifts, rewards or benefits is out in the open.

11. Subcontractors and sources

We will only do business with likeminded partners that have a natural respect for our ethical standards as stated in this Code of Conduct. All subcontractors and suppliers are required to comply with all applicable (local) laws and regulations.

This OrganoClick AB Code of Conduct is an integral part of our company's day-to-day management process and we maintain all necessary information systems to achieve this objective. We expect our business partners to develop and implement internal business procedures to ensure compliance with our policy.