

Sterisol Code of Conduct

"The reputation of our company and the trust and confidence of our customers, employees, subcontractors and other stakeholders is decisive for the continued success of our business. Our relationships with these stakeholders and our day-to-day business shall be guided by Sterisol's core values of openness, sustainability, pride and confidence."

This Code:

- has been set down to emphasise the basic principles that guide all our operations.
- shall guide the daily business of our employees in their relations with other employees, customers, suppliers and shareholders.
- establishes not only that Sterisol AB's response to international and national laws and regulations is one of compliance, but also that these laws set the minimum standards for our action
- implies that Sterisol and its employees shall act as responsible participants within the company's areas of operation in the building of a sustainable society.

It therefore follows that we encourage suppliers, agents, consultants and other business partners to adhere to these principles within their sphere of influence.

These principles shall also be applied when assessing current and potential partners.

The Code applies to the Board of Directors as well as all employees in the company.

The Code of Conduct and goals for sustainable development are based on the following international principles:

- UN Declaration of Human Rights
- UN Global Compact
- ILO Principles of Rights at Work
- OECD Guidelines for Multinational Enterprise