

Code of conduct

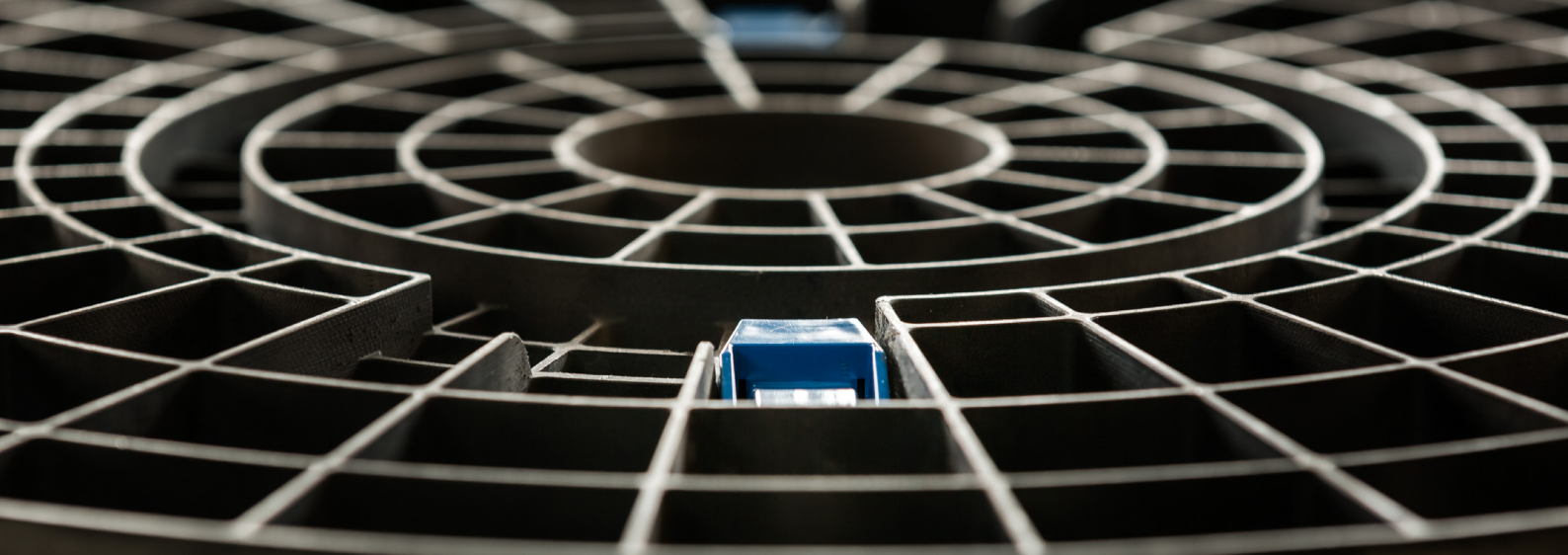
FOR SUPPLIERS



axjo®

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About Axjo

Axjo Group (hereinafter referred to as Axjo) is a Swedish company founded in 1945. We manufacture, develop, and provide circular packaging and storage systems made from recycled polymeric materials. We operate globally with a long-term perspective and an overarching vision to contribute to circular societal development.

Circular societal development, for us, involves applying circular flows and developing products with a long lifespan, made from recycled materials through a sustainable supply chain.

Introduction

Axjo's Code of Conduct outlines the fundamental guidelines for decision-making and how we conduct ourselves in line with good business ethics. The guidelines are based on international frameworks such as Global Compact, Amfori BSCI, and ILO. Axjo expects its suppliers to act in a manner consistent with the Code of Conduct.

The guidelines in this document represent the requirements and expectations for Axjo's suppliers and their suppliers worldwide.

Suppliers should communicate these requirements and ensure compliance among both their employees and their own suppliers. Axjo aims for long-term supplier relationships. To achieve this, it is imperative that contractual requirements and applicable laws and regulations are followed, and the supplier acts in accordance with this Code of Conduct. In the event of a conflict between national legal requirements and the guidelines in this Code of Conduct, national legislation takes precedence.

Business Ethics

Good business ethics are the foundation for sustainable development, contributing to conditions for sustainable and fair business relationships. For Axjo, good business relationships are the basis for long-term collaborations.

As a supplier, this means you should:

- Follow all applicable laws related to fair trade, competition, and antitrust laws.
- Apply equal conditions in procurement, including avoiding anticompetitive agreements, illegal price fixing, market allocation, customer allocation, or any other illegal restrictive practices at any level in the production or distribution chain.
- Actively work to combat all forms of bribery, corruption, political influence, embezzlement, and extortion, maintaining a zero-tolerance policy toward such practices.

- Avoid conflicts of interest, act honestly and ethically throughout the value chain, and make decisions based on objective information without being influenced by personal or financial interests.

Recommendations for suppliers:

- Assess corruption risks throughout your operations and establish policies, control systems, and training based on identified risks.



Human Rights

Human rights are the foundation for a good quality of life for all people on Earth. Axjo works to promote human rights and expects our suppliers to do the same.

As a supplier, this means you should:

- Have zero tolerance for all forms of forced labor and human trafficking.
- Ensure that child labor does not occur below the legally applicable minimum age for employment. When employing young people between 15-18 years old, ensure they are not exposed to serious risks that could harm their health.
- Ensure equal opportunities for employment and avoid all forms of discrimination. Discrimination of employees based on race, national origin, skin color, religion, ideology,

political or trade union activity, gender, sexual orientation, age, disability, illness, or pregnancy is not accepted.

Recommendations for suppliers:

- Allow employees to openly discuss issues with management without fear of reprisal.
- Establish a whistleblower function or channel where it is possible to report irregularities anonymously.

Employment conditions

A secure employment contributes to the well-being of employees. At Axjo, we consider employees as our most valuable resource and expect our suppliers to share the same perspective.

As a supplier, this means you should:

- Ensure that employees understand the terms of their employment and have the freedom to resign, provided they give reasonable notice.
- Ensure that restrictions on the ability to change jobs do not occur through excessive recruitment fees, confiscation of identity documents containing salary information, debt bondage, violence, or any other form of exploitation or abuse.

- Follow applicable laws and collective agreements regarding working and resting hours, including overtime work, wages, and applicable leave provisions.

Recommendations for suppliers:

- Respect freedom of association and the right to form interest groups in the workplace.
- Strive for living wage levels that enable a good quality of life.
- If housing is provided, it should be safe and hygienic.
- Provide insurance coverage for employees.

Health and Safety

Preventive occupational health and safety work protect our most important resource, the employees. At Axjo, risk assessments and safety rounds are essential tools in our preventive work.

As a supplier, this means you should:

- Ensure health and safety in the workplace that meets or exceeds applicable legal requirements and implement methods for continuous improvement of working conditions.
- Conduct risk assessments and prevent employees from being exposed to potential safety risks through preventive maintenance and secure work procedures.
- Implement appropriate emergency procedures. Emergency plans, fire safety, response, and evacuation

procedures should be documented, and drills should be conducted to ensure preparedness.

Recommendations for suppliers:

- For risks that cannot be prevented, personal protective equipment should be provided by the employer.
- Safety information should be available to educate and inform about safety risks.

Environmental Performance

Today, we use far more resources than the Earth can provide. Using resources more efficiently is a prerequisite for the Earth's long-term survival. At Axjo, we contribute to circular societal development through a circular business model.

As a supplier, this means you should:

- Possess the permits required to operate the business in accordance with applicable laws and regulatory requirements.
- Implement practices to reduce climate impact, energy use, water use, waste, and other emissions to air, water, and soil, for relevant areas.
- Monitor the environmental impact of operations to identify improvement opportunities.

- Actively work to minimize the amount of harmful substances.
- Ensure that product and raw material sourcing is done responsibly, without the use of conflict minerals where violations of human rights, serious environmental damage, or funding of conflicts are assessed to occur.

Recommendations for suppliers:

- Map the climate impact of operations according to the GHG protocol and strive to reduce climate impact.
- Provide climate data for sold goods.
- Strive to use recyclable packaging to promote the development toward a circular society.
- Invest in renewable energy production.



Compliance and follow-up

To achieve sustainable development, we all need to contribute. Our ambition is to maximize the benefits of our collective sustainability efforts through cooperation.

As part of this collaboration, we encourage you to inform us in the event of suspected deviations from this code of conduct.

In order to ensure high sustainability performance, Axjo reserves the right to conduct audits at our suppliers.

If deviations are identified, Axjo may provide recommendations for appropriate actions to meet the requirements of this code of conduct. In the case of repeated or very serious deviations from the code of conduct, it may affect the business relationship. Axjo reserves the right, in such cases, to terminate the business relationship without prior notice and terminate all associated contracts or agreements.