

# SWEDENCARE GROUP CODE OF CONDUCT FOR SUPPLIERS

Approved by the Swedencare's Board of Directors on the March 16, 2023.

## Purpose

\_\_\_\_\_, as part of the Swedencare Group (hereinafter referred to as "Swedencare") develops, produces, markets and sells premium products in the global and fast-growing market within pet health care for cats, dogs and horses. The company has a wide range of strong brands and products within most therapy areas. Swedencare's mission is to improve the health and wellbeing of pets, creating reassurance for the pet parent, worldwide and through life. The trust and respect we receive from our customers is highly affected from the way we conduct business; therefore, we strive to conduct business in a responsible manner based on the duty to respect human rights, labour and environment laws and regulations, and fight corruption. The trust we receive from our customers is furthermore earned and maintained with the help of our suppliers that conduct business in accordance with Swedencare's values. Swedencare's Code of Conduct for suppliers (hereinafter referred to as "supplier code") is based on the Ten Principles of the UN Global Compact and it refers to international conventions and recommendations such as the Universal Declaration of Human Rights, the Children's Rights and Business Principles, UN Guiding Principles for Business and Human Rights, OECD Guidelines, and the International Labour Organization (ILO). Our Supplier Code of Conduct is also based on laws and regulations that are applicable to public companies that are listed at the Swedish Nasdaq First North Growth Market.

## Scope

When conducting assignments for Swedencare, Swedencare's suppliers must follow this supplier code and ensure that the code is communicated and complied with by all the supplier's employees and in the subsequent supplier chain. This supplier code applies to all suppliers who supply products, personnel or services to Swedencare, including material suppliers, service providers, contractors, consultants, agents and intermediaries. This supplier code is not applicable to suppliers who provide goods or services of a simpler nature such as bakeries, restaurants, taxi companies or the like. The supplier code is included as a contractual document in concluded agreements.

## Sustainability

Swedencare works actively to create a sustainable supplier base as it is of crucial importance for the company's long-term development and necessary from a profitability perspective. A sustainable supplier base can withstand stress and is adaptable and prone to change. Through exchange of experience and evaluation of their own operations, Swedencare's suppliers must

also strive for continuous improvement and increased awareness. The work must be conducted systematically and preventively, which means that you as a supplier must:

### **Working environment**

- Create the conditions for a safe and secure working environment and good health on equal terms for all employees.
- Adopt and work actively to reduce work-related accidents and personal injuries.
- Ensure that time and cost requirements are not prioritized before safety and a good working environment.
- Ensure that your employees do not engage in political or religious propaganda in the workplace.
- Ensure that workplaces are free from alcohol and drugs, other risky use, or abuse and from other addictions that negatively affect employees and the workplace.
- Prevent discrimination and abusive treatment and promote tolerance and equal treatment.
- Work for an even distribution of men and women and ensure equal pay for equal work.
- Have zero tolerance for child labour.

### **Business relations**

- Only enter into agreements that are compatible with applicable laws and regulations and comply with and respect agreements entered.
- Comply with applicable laws and regulations as they are intended and ensure that the correct collective agreement is followed.
- Comply with applicable international sanctions as intended. A good way to find out which sanctions are available is to use the EU's sanctions map.
- Prevent bribery and corruption in all levels of suppliers. This means, among other things, that you as a supplier to Swedencare neither receive nor give improper compensation in the form of gifts, travel, representation, accommodation, services or in any other way.
- Observe good business practice and act ethically within your own business as well as in relationships with Swedencare's customers, suppliers and other stakeholders.
- Ensure that all information regarding Swedencare's business operations is treated confidentially.
- Do not use Swedencare's resources for other than intended use.

- Ensure that your employees are continuously trained and developed to have the skills that correspond to the needs of the projects.

### **Environment**

- Act to minimize emissions and spills to air, land and water as well as efficient use of resources.

Overall, Swedencare's suppliers must, through their operations, create a well-functioning, sustainable and safe delivery to Swedencare.

### **Compliance**

If a supplier violates the supplier code and he does not remedy the identified violation after a written request and within the period that Swedencare unilaterally determines, Swedencare has the right to terminate the business cooperation. An unremedied violation of the supplier code must always be considered a material breach of contract within the framework of the business agreement.

### **Follow-up**

Swedencare has the right to conduct audits at its suppliers related to the supplier code. If necessary, the audit can also be extended to include subsequent supplier levels. As a supplier, you must assist during these audits and ensure the possibility of an audit in your supply chain. Swedencare can hire third parties to conduct audits.

### **Dialogue**

The supplier code is fundamental in Swedencare's procurement and establishes principles from which the company does not deviate. However, Swedencare encourages an open dialogue about the supplier code and how the cooperation and interface between Swedencare and you as a supplier can be improved. The supplier code is therefore a recurring item on the agenda at supplier meetings. Swedencare expects the company's suppliers to contact Swedencare's purchasing department if questions arise related to the conditions in this code.

Suppliers to Swedencare must feel that they can report irregularities and misconduct in a safe way. Swedencare has therefore set up a whistle-blower function that is managed by an external party. The whistle-blower function is limited to serious irregularities and misconduct such as: bribery or corruption / embezzlement / financial fraud / environmental crimes / security deficiencies / serious forms of discrimination, bullying and harassment. For more information about Swedencare's whistle-blower function, please see:

<https://swedencare.whistlelink.com/>

By signing this document, the supplier declares that the company and all subcontractors used for goods and services supplied to Swedencare operate in compliance with the content of this code of conduct.



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***Place and date:***

***Company:***

***Position:***

***Signature:***

***Printed name:***