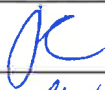


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Upprättat av/Issued by Jonas Hjertstedt		Datum/Date 2019-06-11
Godkänt av/Approved by Sören Wilhelmsson		Datum/Date 2019-06-11

The CSR (Corporate Social Responsibility) and Code of Conduct describes what Cenova AB consider to be an appropriate business behavior that we expect from you as our supplier.

This declaration has been established for all our suppliers to indicate how important social responsibility, quality, environment and the compliance with legislation is for Cenova AB.

Business Principles

The relationship between customer and supplier shall be met with high professional and ethical standards that apply to the business. Customers shall be met with insight, respect and understanding. Suppliers shall be treated impartially and fairly.

Customer's personal information shall be protected in accordance with the relevant laws on protection of personal data. All of those who deal with information are responsible for meeting these standards.

You intend to ensure that your company's goals and strategies are fulfilled and complied with. You shall have good internal controls to ensure that the business processes are, at all times, efficient and within an acceptable level of risk, that financial information is correct and that laws, regulations and guidelines are followed. The annual accounts and interim accounts shall be in accordance with the law and good accounting practice.

Cenova is opposed to all forms of corruption. You shall never offer or accept illegal or inappropriate monetary gifts or other compensation to gain business or personal benefits for yourself or others.

Social Responsibility

Cenova strongly believes that human rights are rights and freedom to which all human beings are entitled. We don't accept any kind of non-human rights such as slavery, torture or a working environment that is dangerous. Suppliers are expected to comply with applicable laws, regulations and industry standards concerning working hours and minimum wages.

Any employment relationship shall be freely chosen and free from threats. You shall do your best to prevent accidents and occupational diseases.

Cenova do not employ or tolerate child labour, and follow the international standards of minimum age for children and youths. Everyone share a responsibility to secure that persons under the age of 18 do not perform any hazardous work, including any exposure to physical, psychological or sexual abuse. It's important to promote good health and safe working environment in compliance with internationally recognized standards and we rely on you as our Supplier to share the responsibility for achieving these goals.

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Quality and Sustainable Environment

As part of Cenovas ambition to become a sustainable partner and supplier we are proud to be benchmarked in many aspects and by that we are rated as a GOLD supplier by the EcoVadis Supplier Sustainability Rating Program. As our Supplier you intend to be at the forefront in protecting the environment and should always work to minimize the environmental impact and continuously improve the environmental performance. Suppliers should use efficient technologies which aim to reduce the environmental impact as much as possible.

Quality is also a key to our financial performance, since excellence in quality is necessary for winning our customers trust and continue our collaboration. Therefore, we are fully committed to providing quality products and services to all our customers by preventing recalls and maintaining low scrap rates. Suppliers should ensure, to the greatest extent possible, that the Supplier's own agents and sub-contractors also comply with these requirements through their supply chain.

Change log

Revision	Change	Date
01	New	2018-05-04
02	Change in approval	2019-06-11