

Sagax's Supplier Code of Conduct

Adopted by the Board of AB Sagax on 5 May 2021

1. Background

Sagax's Code of Conduct sets the standard for ensuring that the working conditions at the companies that supply goods and services (the Suppliers) to Sagax are safe, that their employees are treated with respect and dignity, that the operations are conducted in an environmentally conscious manner, that a high ethical standard is maintained in the business and that the companies are loyal to Sagax.

2. Applicability

The Code of Conduct applies to Suppliers as well as their sub-suppliers. Sagax requires that its Suppliers ensure compliance with the stipulations of this document in both the Supplier's and the sub-supplier's organisation.

3. Employees

Sagax presupposes that Suppliers respect applicable laws and regulations, as well as collective agreements and otherwise generally accepted industry standards regarding employee's rights and salaries. Sagax requires that its Suppliers promote equal rights and opportunities regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

Sagax requires that its Suppliers ensure that their employees' work environment is safe and healthy in accordance with applicable laws, regulations and collective agreements.

Sagax requires that its Suppliers ensure that child labour does not occur.

4. Environment

Sagax requires that its Suppliers meet all applicable environmental laws and regulations. Wherever possible, Suppliers should always exercise great caution in regard to issues that affect, or may affect, the environment.

Suppliers should also take the initiative to promote greater environmental responsibility and encourage the widespread use of eco-friendly technologies to facilitate long-term, sustainable development.

5. Business ethics

Sagax requires that its Suppliers uphold the highest ethical standards in their business.

Suppliers are to respect laws and prevent all forms of corruption in their business activities.

Suppliers are to act in accordance with applicable competition laws.

Sagax's Suppliers are to inform Sagax if a situation arises where there is a risk of conflicting interests, and to inform Sagax if any employee of Sagax has any kind of interest in the Supplier's operations, or other financial links with the Supplier.

Suppliers are to report all financial transactions in accordance with the applicable laws and generally accepted accounting policies.

6. Loyalty

Sagax requires that its Suppliers act in Saga's best interests in all situations.

Suppliers are expected to represent Sagax in the best possible way in their contact with Sagax's tenants or any of their customers. The Suppliers' employees are to conduct themselves professionally and pleasantly when performing all assignments for Sagax. In addition, employees are to provide a high level of service and sensitivity in order to safeguard Sagax's own needs and those of its tenants.

The Suppliers' employees are to be similarly attired and smartly dressed. They are also to wear identity identification ID-06, or other equivalent form of identification, in a visible place.

The Suppliers' employees must have the necessary training, skills, authorisation, experience and language proficiency required for performing their duties for Sagax and their tenants.

7. Evaluation

The supplier is to facilitate checks of compliance with this Code of Conduct (for example, complete or partial verbal or written checks, announced and unannounced audits and/or on-site inspections/spot checks, etc.). Suppliers may be asked to provide information that Sagax requires regarding the standard stipulated in this Code of Conduct. This information will form the basis for evaluating and benchmarking the Suppliers. Sagax is also to be given the opportunity to evaluate workplaces to monitor compliance with this standard.

If Sagax performs or assigns a third party to perform such a check, the Supplier is to cooperate fully so as to achieve the purpose of the check. Accordingly, for example, the Supplier is, as soon

as possible on request, to provide the information requested by Sagax (or an independent auditor engaged by Sagax) and also to provide access to production sites or similar as required for the check to be performed appropriately.

Sagax encourages its Suppliers to evaluate and monitor their sub-suppliers since the data regarding their compliance with this Code of Conduct may be requested by Sagax.

If the Supplier does not comply with the Code of Conduct, Sagax will discontinue its purchases from the Supplier and terminate the agreement.

By having an authorised representative of the Supplier sign the document, the Supplier certifies that it accepts and will comply with the Sagax Code of Conduct for Suppliers.

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Location and date

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Enter company name ("Supplier")

Enter Corporate Registration Number

Name in block letters

Enter position