

Code of Conduct

Introduction

We want to be a responsible company. The activities must be handled with respect and we must take into account human rights, human safety and health and the environment. Of course, we must comply with current legislation, but it is equally important to ensure that this code of conduct is applied. We uphold good business ethics and strive for long-term and trusting relationships.

Purpose

The purpose of our conduct policy is to provide guidance on how employees, suppliers, customers and other stakeholders should be treated in a legal, fair and ethical manner. It protects us and shows where the line goes between appropriate and inappropriate behaviour.

TreeToTextiles core values

The basis for the code of conduct is TreeToTextiles core values that guide us in everything we do.

Meaningful - We are a goal-oriented company, guided by the principle of always doing the right thing for the planet, for the people and for the business.

Bold - We lead in everything we do and are known for showing the way, as forerunners and in sustainable textile fiber innovations.

Collaborative - We collaborate with others to achieve our vision and contribute to a positive development of the planet.

The core values describe what we stand for, how we work, what we can achieve and what we want to be perceived as. In all parts of our business, we work actively with our core values.

Overall guidelines

Business ethics and business principles

Our contacts with business partners are characterized by impartiality and follow good business practice. We guarantee the integrity of our business partners in terms of trade secrets and all other confidential business-related information that we take part in in the business.

We will not offer business partners any rewards or benefits in general.

This means, for example, that:

- We follow laws and regulations
- We do not accept corruption
- We comply with competition law
- We work to combat financial crime

Human rights and business relations

We respect human rights and international labor standards as set out in the UN Declaration of Human Rights and in the core conventions of the International Labor Organization (ILO).

We ensure that our employees have a safe and healthy work environment. We must take appropriate measures to prevent workplace accidents and work-related illnesses. We are observant of our work environment and report immediately on risky situations. Our employees must have a healthy balance between work and private life.

This means, for example, that:

- We prioritize a safe work environment and health
- We work for equal treatment and diversity
- We do not accept abusive discrimination or discrimination
- We do not accept child labor
- We do not accept forced or debt work
- We protect the right to freedom of association
- We safeguard fair terms of employment

Environment

We must be a responsible company in terms of environmental issues and strive to reduce the impact of our own operations on the environment. Applicable rules in the environmental area must always be followed. Goods and materials that may pose environmental and health risks should be avoided if possible.

This means, for example, that:

- We care about the climate and the environment
- We work to reduce the business' environmental impact
- We make demands on business partners

Responsibility & Compliance

We demand that the Code of Conduct be complied with.

The principles of the Code of Conduct are continuously followed up as a natural part of the business. Here, management and managers at all levels have a particularly great responsibility to lead by example. An employee who feels uncertain about the application in daily work can receive guidance from their manager.

Employees of TreeToTextile must sound the alarm in case of suspicion of something that is contrary to the code of conduct or legislation. TreeToTextile provides several opportunities to report suspected violations. In the first instance, employees and business partners' employees report to their immediate superior. If this is not appropriate for various reasons, it is possible to report anonymously via a whistleblowing system. See "*Whistleblower Policy*".

If an employee of TreeToTextile does not act in accordance with the Code of Conduct, it will lead to corrective action. If a business partner repeatedly or seriously violates the Code of Conduct, the business partnership will be terminated.