

## **Ziccum's Code of Conduct**

The Code of Conduct is the core values that govern everything we do in the relationship with our employees, customers, business partners, investors and other stakeholders. It serves as a foundation for all operations within Ziccum.

Our CoC is primarily based on the Ten Principles of the UN Global Compact. According to the Ten Principles, all companies must support several basic guidelines relating to human rights, labor, environment and anti-corruption.

### **1. Diversity and equality**

Differences are respected, desirable and appreciated. We do believe that inclusion contributes to a better and more dynamic workplace, and that different perspectives also lead us to better decisions and operations.

All persons within and connected to Ziccum should be treated equally and without prejudice, regardless of gender, sexual orientation, religion, ethnicity, disability or age. This applies on any occasion, for example in conjunction with recruitment, setting of salaries, promotions and termination of employment. At Ziccum, competence and performance are the basis for recruitment and promotions.

There is a zero tolerance of all forms of harassment such as bullying, psychological abuse, social exclusion and sexual harassment. The same goes for behaviors and language that can be perceived as exclusionary, offensive or objectifying/sexist.

### **2. Work environment**

We want a safe work environment where staff has sufficient safety training, safety regulations are followed, and clear standard operational procedures is available. Ziccum should aim to be a healthy workplace that offers development opportunities for all employees and where the risk of work-related injuries and sickness is prevented. The work environment must be beneficial for all employees, both physically, psychologically and socially.

The management must make sure that health and safety activities is conducted on a systematically basis, and that appropriate instructions and guidelines are settled and available.

All employees have a health and safety responsibility which involves following safety regulations and to report observed risks. We are also all of us each other's work environment which comes with a responsibility to contribute to a sound atmosphere by acting accordingly.

No one is allowed to be under influence of alcohol or drugs during working hours.

### **3. Quality**

When our products reach the market, they meet established quality attributes and standards, and has been manufactured in accordance with regulations.

Our scientific work, research and development is performed by duly qualified staff that follows high standards of ethics and integrity by following laws, regulations, codes and guidelines related to safety and quality.

#### **4. Sustainability**

We stand firmly behind the United Nations' 17 Sustainable Development Goals and believe that our technology can play a significant role, worldwide, in helping achieve them. We have identified six SDGs where we believe our technology can play a significant role.

See further details on our sustainable page on our website on how Ziccum integrates the SDGs in our industrial and business strategy.

#### **5. Accounting policies and regulations**

All financial transactions are to be recorded in accordance with applicable laws. Our accounting should include all transactions in a correct and non-misleading manner, and our external financial reporting should be timely, accurate and reliable. We also conduct all financial processes with good internal control.

Ziccum respects and complies with competition rules, environmental legislation, labor market laws, agreements, safety requirements and other applicable regulations.

#### **6. Anti-corruption**

No form of corruption is tolerated. Corruption refers to behaviors that has an inappropriate impact on people's actions, such as conflicts of interest, fraud and bribery.

No one at Ziccum are permitted to demand, accept or make personal gain in the form of gifts, offers or goods from a supplier or partner.

#### **7. Communication and transparency**

As a listed company, we have an obligation to supply the capital market with accurate and timely information. We want our communication to be open and honest. At Ziccum, we behave with respect toward everyone and in all channels, for example in social media, with stakeholders or competitors.

Timely and clear internal communication is also of great value and enhances engagement and understanding. Employees are not permitted to disclose any inside information that is not intended for communication to the market or any other external person.

#### **8. Partnership, collaborations & suppliers**

Beyond ourselves, we also expect our partners and suppliers to comply with national legislation and to respect international conventions. This means acting according to UN Global Compact's ten principles supporting several basic guidelines relating to human rights, labor, environment and anti-corruption.