



## Code of Conduct

The Envoi AB Code of Conduct is a compilation of the rules and guidelines that form the basis for our activities and for our relations with our clients, suppliers, business partners, employees and other stakeholders. The Envoi AB Code of Conduct applies equally to both employees, the Group's Board of Directors and Suppliers.

The Envoi AB Code of Conduct is based on principles for businesses in the areas of human rights, labor issues, the environment and anti-corruption.

### Principles:

- Envoi AB follows the laws and regulations and respects the cultures and traditions in every country in which the company is active.
- Envoi AB does not offer benefits that are in violation of the law or contrary to good commercial practice.
- Envoi AB is not to observe good commercial practice and act ethically in all their business undertakings and relations with stakeholders.
- Envoi AB must not accept payments or other forms of remuneration from a third party that may affect or may be perceived to affect their objectivity when making commercial decisions.
- All financial transactions are to be reported in accordance with generally accepted accounting principles.
- Accounting records must describe all transactions in a manner that is correct and not misleading.
- Employees and directors of the company are to pursue their own personal and/or economic interests in a way that does not conflict with and cannot be perceived to conflict with the interests of Envoi AB.
- Envoi AB adopts a neutral position as regards political parties and candidates seeking political office.
- Envoi AB seeks to maintain a continuous dialogue with its stakeholders.
- Envoi AB supports and respects measures to protect internationally recognized human rights.

- Envoi AB encourages diversity in the workplace and founders have long experience working with people from different cultures.
- Envoi AB does not tolerate any form of forced labor or child labor.
- Envoi AB recruits and looks after all employees and suppliers without discrimination on the grounds of gender, faith, age, disability, sexual orientation, nationality, political conviction, trade union affiliation and social or ethnic origin.
- The right to freedom of association is to be respected in all business activities. All employees have the right to a safe, healthy work environment.
- Envoi AB is to play its part in creating more sustainable development both through Business partners by informing them and make them aware of our commitments and expectations and through our own business activities.

A handwritten signature in black ink, appearing to read "Peter Belacevic".

Peter Belacevic  
Verkställande Direktör  
Envoi AB, 2019-01-01, Stockholm