

Feralco Group Code of Conduct for Business Partners

We are committed to conducting business ethically and sustainably.

Feralco has a strategy to sustainably grow as an organisation through a focus on water treatment in Europe. In order to achieve this goal, we are committed to carry out our activities in a responsible, efficient and safe manner and always adhering to the highest standards of integrity, legal compliance and ethical conduct.

Feralco expect the same from our Business Partners

We cooperate only with Business Partners that conduct their business in an ethical and responsible way. We expect our Business Partners (e.g. suppliers, consultants, advisors and distributors) to follow all applicable laws and regulations and to meet the standards defined in this document (“Feralco Code of Conduct for Business Partners”). We expect that our Partners also ensure that all employees and subcontractors comply with this Code.

This document establishes standards and minimum requirements for how our Business Partners are expected to act and reflects Feralco’s values and the principles set out in the OECD Guidelines for Multinational Enterprises. The principles in this document are not a substitute for, and do not override, applicable laws and regulations.

Business principles

We expect our Business Partners to comply with laws and regulations in each country.

We expect that our Business Partners do not accept restrictive practices or any conduct that prevents, restricts or distorts competition in violation of applicable competition law, such as price fixing, market sharing or similar arrangements.

We expect that our Business Partners do not accept bribes or other corruption nor that they offer or accept rewards or benefits in violation of applicable law or that may be perceived to affect the objectivity of business decisions.

We expect our Business Partners to respect Feralco’s and third parties’ intellectual property and confidential information.

We expect our Business Partners to implement control systems and policies to promote compliance with applicable laws and the standards defined in this document.

Human rights and public international law

We expect our Business Partners to comply with our human rights standards as set out below. Feralco support and respect the protection of internationally proclaimed human rights and acts to prevent violation of human rights. Feralco follows the provisions and financial restrictions, embargoes or similar issued by the United Nations Security Council, the U.S. Department of the Treasury's Office of Foreign Assets Control "OFAC" in the US, EU, Sweden or any other authority acting on behalf of the aforementioned.

The Feralco Group hires and treats all its employees in a way that is not discriminatory regarding gender, race, religion, age, disability, sexual orientation, nationality, social or ethnic origin. Feralco encourages diversity. Furthermore, Feralco pay compensation to our employees in accordance with applicable wage laws.

Feralco does not tolerate child labour or work performed through coercion or threats. Freedom of association and the right to collective bargaining and agreements shall be respected throughout the Feralco Group.

Feralco respects the privacy of personal information to which we have access, and process personal information only for legitimate business purposes and in compliance with applicable laws.

Environment and safety

We assume that our Business Partners comply with current environmental legislation and that they strive to reduce their environmental impact.

We assume that our Business Partners provide necessary conditions for a safe and healthy working environment for all employees and contractors.

We assume that Feralco's safety regulations are followed when working or visiting Feralco's facilities and that the necessary safety training is conducted.

Product safety, quality and sustainability

If you are a supplier of products to Feralco, we assume that you actively work to reduce all negative environmental impact of your manufacturing and your products, that you ensure that it is manufactured and developed in the best possible way ethically and safely, and that you comply with laws and regulations regarding product safety and inform about hazards and the safe use of products as applicable.

Feralco's commitments to its Business Partners

We are committed to select and treat our Business Partners in a fair and objective manner and to conduct our business ethically. All our employees are informed about our Code of Conduct.

The Feralco Group is part of the Mellby Gård Group. Internal control of how the company acts in matters of business ethics, is conducted within the organisation as well as through the parent company and any mistakes or deviations are reported, handled, assessed and remedied by the board. The Group is currently working to implement a whistle-blower channel based on Swedish legislation, which shall be available to all companies within the Group even where there are no legal requirements for a whistle-blower channel. In the companies where there are legal requirements, it is based on the respective country's legislation. Our payment policy/process follows standard rules in each market and what is defined in terms and conditions of our agreed contractual obligations, and we undertake to live up to our agreements and address any deviations in a timely manner. To prevent any deviations, all invoices are scanned and processed in our ERP system. Furthermore, we are committed to endeavouring to ensure that our Business Partners understand and comply with this Code.

Compliance with standards and regulations in this document

We may ask you to verify your compliance with this Code through a self-assessment questionnaire, certification, third-party evaluation or on-site audit. If you as our Business Partner breach part of what is stipulated in this document (regardless of any terms in the agreement between you and Feralco) we will discuss how improvements can be carried out and in the event that you have materially breached this Code, we reserve the right to terminate such agreement(s) and/or cancel ongoing collaborations and transactions with you.

Helsingborg March 27, 2025

I confirm that we have received and read the document.

Place: Date:

Company:

Name: