



# POLICY

for principles of business ethics

## Purpose

The purpose of this policy is to provide guidelines for how employees, suppliers, customers and other stakeholders should be treated in a lawful, fair and ethically acceptable manner. CryoIQ Global AB bases its operations on existing international and national agreements and conventions as well as national laws, ordinances, regulations and commercial practices and good practice.

## Background

Business ethics is a collective behavior that the company adheres to in its daily contact with the outside world. Good business ethics is to build trusting relationships with suppliers, partners, customers and other stakeholders by behaving honestly and fairly. Good business ethics also include good judgement in business relationships and risk prevention.

## Guidelines

### Diversity

The company offers all employees equal employment opportunities. The company works to promote diversity and combat all forms of discrimination. The company has developed effective processes to detect and address any cases of discrimination. Through diversity work, the company creates opportunities for its employees, the organization and customer relationships to develop. The company has zero tolerance for any form of harassment.

### Work environment

The company's employees are important and the company cares about the individual's work situation, health, well-being and development. Continuous risk assessments and action plans are drawn up to ensure a work environment that complies with laws and regulations as well as requirements from employees. Employees must be offered a safe and healthy work environment that is continuously improved. The company wants to attract, develop and retain qualified and motivated staff who share our values of a professional working environment.

### Environment and sustainable development

The company shall contribute to sustainable development by always taking the environment into account, conserving resources and minimizing the environmental footprint. The company's goal is for its operations to have as little impact on the environment as possible. The business must comply with applicable environmental laws and regulations, the company wants to actively highlight the company's products and services, environmental benefits and contribution to the development of sustainability in society.



### Intellectual Property Rights

The Company shall comply with and respect applicable national laws and regulations as well as international conventions and regulations regarding the protection of intellectual property rights. The company's activities shall not lead to unauthorised use or infringement of the protected rights or trade secrets of others.

### Human rights and child labor

The company respects the UN Convention on Human Rights and accepts the responsibility we have towards our employees and the communities in which we operate. The company never employs anyone under the age of 15 and when applicable, higher statutory minimum age.

The company offers all individuals the same conditions regardless of skin color, gender, nationality, religion, ethnicity and other characteristics. The company is free of association.

### Corruption and bribery

The company shall contribute to a society and a national economy where there is strong confidence in companies, entrepreneurship and the rule of law. The company counteracts and thereby counteracts the giving and receiving of bribes, money laundering and other forms of corruption that can affect market-based business relationships.

### Privacy and data protection

The company wants to maintain a high level of trust in its own operations and the industry in which it operates. The company therefore protects the personal integrity of the company internally as well as when using our products and services. The company handles personal data and data about individuals, companies and organizations with the utmost care and works to prevent the risk of leaks and unauthorized dissemination. The company strives to, among other things, comply as much as possible with the rules set out in the EU Regulation No. 2018/679, also known as the General Data Protection Regulation (GDPR)

### Competition and antitrust

The company believes that a free and functioning market is a prerequisite for growth and development. The company promotes healthy competition and must comply with good market practice. There is zero tolerance for slander or incorrect comparisons with competitors.

### Marketing & Sales

The company's dissemination of information in marketing and sales must always be correct and clear in its content and format, the company strives to never be deliberately misleading, ambiguous or mendacious in its customer contact. The company strives to comply with the Marketing Act and other rules regarding marketing law.

### Compliance / Compliance

The company's goal is to be in total compliance with the laws, regulations, ordinances and instructions of national and international legal bodies that affect the company's operations. The company expects all employees to be aware of the laws and regulations that apply in their specific function and role.

## Contacts

An employee who has questions or concerns about this policy should first contact their immediate manager. Secondly, please contact one of the persons below.

Function	Name	Telephone number	E-post
CEO	Stefan Skafte	+46 70 663 07 63	Stefan.skafte@cryoiq.com

## Responsibility

The company's managers are responsible for ensuring that employees comply with the company's policy on business ethics within their own areas of responsibility. This responsibility includes recognising and responding to signals of non-compliance. The company's managers are responsible for ensuring that all employees within the company are familiar with the company's policies, but it is the individual's responsibility to live and follow them. Failure to comply with the rules in this policy may be considered a violation.

A handwritten signature in black ink, appearing to read 'Stefan Skafte'.

Stefan Skafte, CEO