



## **Corima AB – Code of Conduct**

Corima AB strives to be a responsible employer and a committed member of society. This Code of Conduct outlines our requirements and forms an integral part of our daily operations and continuous efforts to improve our business.

We expect our suppliers to respect the principles in this Code of Conduct and to apply them in their operations and business practices.

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### **Legal Requirements**

We expect our suppliers to be aware of and comply with national legislation in the countries in which they operate. Compliance with applicable laws is the minimum requirement.

The requirements in this Code may, in some cases, go beyond what is legally required. If any provision in the Code contradicts national legislation, the law shall take precedence. In such cases, the supplier must inform Corima AB without delay.

Corima AB respects and follows the conventions of the United Nations (UN) and the International Labour Organization (ILO) listed below, and we require our suppliers to uphold the same fundamental standards.

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### **Social Requirements**

Suppliers must respect fundamental social standards in their operations. All products purchased by Corima AB must be manufactured under conditions that comply with:

- The eight core ILO conventions (Nos. 29, 87, 98, 100, 105, 111, 138, and 182) on forced labour, child labour, discrimination, freedom of association, and the right to collective bargaining
- The UN Convention on the Rights of the Child, Article 32
- Applicable labour laws in the country of production, including regulations regarding wages, working hours, leave, and social insurance
- Health and safety legislation in the country of production
- Environmental protection laws applicable in the country of production
- The UN Convention against Corruption

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### **Human Rights**

The supplier shall respect human rights in accordance with the UN Universal Declaration of Human Rights.

## **Principles and Rights at Work**

### **National Legislation**

National laws and regulations in the country where the supplier operates must always be followed and define the minimum standards for working conditions. If international regulations provide greater protection for individuals than national legislation, those shall apply. If national laws are more stringent than ILO or UN standards, the national laws shall take precedence.

### **Elimination of Child Labour (ILO 138, 182)**

Child labour, as defined by ILO conventions, is not permitted. If child labour is found, the supplier is responsible for developing socially and economically sustainable alternatives, such as access to education.

### **Elimination of Forced Labour (ILO 29, 105)**

The use of forced or compulsory labour is not accepted.

### **Elimination of Discrimination (ILO 100, 111)**

Discrimination based on ethnicity, gender, religion, social background, disability, political opinion, or sexual orientation is not permitted.

### **Wages and Working Hours**

Wages must be paid directly to the employee, in full and on time. The minimum acceptable wage is the legal minimum wage of the country. Weekly working hours must not exceed the legal limit, and overtime must always be compensated.

### **Freedom of Association and Collective Bargaining (ILO 87, 98)**

In countries where freedom of association is restricted or under development, the supplier shall ensure that employees can meet with management to discuss wages and working conditions without fear of retaliation.

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## **Environment**

Suppliers shall strive to reduce energy and resource consumption, as well as waste and emissions to air, land, and water. Chemicals must be handled in a manner that is safe for both people and the environment.

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## **Health and Safety**

The supplier shall provide a safe working environment that meets international standards. Employees must be informed of any health risks associated with their work and must have access to and use appropriate protective equipment.

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## **Subcontractors**

The supplier confirms that it is part of the company's routine to ensure that subcontractors also comply with the contents of this document.

## Monitoring

Corima AB is responsible for supporting and monitoring its suppliers. Any breach of agreement must be reported, addressed, and followed up. To ensure compliance with the Code of Conduct, Corima AB reserves the right to carry out unannounced inspections of suppliers and manufacturers. Inspections may also be conducted by an independent third party appointed by Corima AB.

Suspected breaches of this Code of Conduct can be reported through our whistleblowing function.

Suppliers are expected to act transparently and, upon request, provide relevant information regarding compliance with the Code of Conduct.

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## Confirmation

The supplier confirms that it is part of the company's routine to ensure that subcontractors also comply with the contents of this document.

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Company name

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Signature

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Date

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Name