

Metenova Code of Conduct 2022

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Introduction

Metenova is a medical technology company that supplies products and solutions for aseptic and sterile pharmaceutical manufacturing. Our customers are leading pharmaceutical companies and biological pharmaceutical producing companies in more than 30 countries. The product portfolio consists of magnetic mixers adapted for different applications based on the company's patented technologies.

Our vision is to provide products and services for reliable healthcare. We bring innovative products and expertise in mixing, aseptic design and technologies for single-use products.



Our Responsibilities and Values

As a market leader within biotech- and pharmaceutical mixing, we are aware of our social impact and acknowledge the effects our activities have on our stakeholders, including our customers, vendors, employees and shareholders, as well as the environment and society.

Metenova's Code of Conduct describes our core values and business ethics. It is meant as a resource to be used in decision-making and provide guidance on how all those working on behalf of Metenova shall act and conduct business in a consistently legal and ethical manner. Its principles apply to every member of the management board and all employees within the Metenova group, as well as our distributors, agents, contractors, suppliers, vendors and partners ("**Business Partners**").

Our values of "*Collaboration, Commitment and Innovation*" are meant to guide how we act externally towards our customers, vendors and partners, as well as internally towards each other in our daily work. This means that:

- We strive to see beyond what is known and extend our knowledge and technologies to not only meet the needs of today but drive the possibilities of the future. We encourage people to think outside of the traditional solutions and foster a solution driven entrepreneurial environment.
- We are committed to the patient best interest in all we do and share the vision of improving health with our customers.
- We collaborate with our Business Partners to achieve their goals and we work with openness and honesty both internally and externally.

In order to put our values into practice, we expect that everyone involved makes a joint effort in understanding and acting

in accordance with this Code of Conduct. This means that we also expect that our Business Partners shall cause its personnel, its consultants, representatives and subcontractors to comply with this Code of Conduct.

Our Business Ethics and Principles

Metenova's business is based on close and long-term relationships with our customers and other Business Partners. We want to act professionally, honestly and ethically and be perceived as a credible, long-term and reliable partner by those with whom we do business.

This means that:

- **We respect and act in accordance with applicable laws and regulations in the countries in which we operate.** No business transaction can justify violating those laws. If in doubt, we consult expertise for advice and clarifications. The Business Partners and all its employees, consultants and affiliated companies shall be aware of and abide by the obligations imposed by the laws of the country or countries where the Business Partner conducts business.
- **We respect property of 3rd parties and protect our property.** Metenova respects all items and tangible and intangible assets that belong to the Company and of other companies and protects it from loss, theft, infringement or abuse. The same applies to intellectual property.



Society and the employee.

- **We do not act in contravention of applicable antitrust laws, nor accept unfair anti-competitive practices.** We believe in free and fair competition and above all, in the quality of our products to attract customers on the market. That is why all sales and marketing of Metenova's products is made in accordance with relevant laws and regulations in each country. Metenova does not participate in cartels, or other unauthorized collaborations with competitors, customers or Business Partners that restrict or distort competition. If anyone within Metenova is contacted with a proposal for improper cooperation or has reason to believe that this is happening with any of its partners, this must be reported to management and the antitrust authorities in the country in question must be notified.
- **We reject all forms of corruption and bribery.** That is why we do not offer or provide any inappropriate advantages to any person, public official or Business Partner for the purpose of persuading them to act in contravention of prescribed principles and legislations or this Code of Conduct. In the same manner, Metenova does not, directly or indirectly, request or accept any form of inappropriate advantages given for the purpose of persuading the company to act in contravention of our Code of Conduct. In order to avoid conflicts of interest, only gifts or services that are in line with general business practices, do not violate applicable law nor have any major economic value and cannot reasonably be considered bribes, are accepted.

Our business partners

Metenova strives to establish fruitful and

sustainable business relations conducted in spirit of transparency and trust.

This means that:

- **We expect compliance with this Code of Conduct.** In selecting our Business Partners we expect them to comply with this Code of Conduct and actively call upon them to commit themselves and demonstrate their ability to meet the requirements stated in this Code of Conduct. In order to ensure that there are no compliance gaps through the supply chain, we urge our Business Partners to cause its own suppliers to establish and comply with principles of conduct that are at least as demanding as our own.
- **We demand safe and fair working conditions.** To ensure this, our Business Partners shall offer their employees a safe and healthy working environment in accordance with all applicable environmental, safety and health regulations as well as compliance with laws on working hours and employment rights in the countries in which the Business Partner operates. This also means that the employees of our Business Partners shall receive fair pay and have a right to form or join trade unions, in accordance with applicable laws and principles.
- **We do not tolerate any child labor, forced labor, slave labor or other forms of involuntary work.** We expect that our Business Partners do not engage in or tolerate the illegal employment of children. This is expected from within our company, our Business Partners' companies and in our supply chains.
- **We keep records.** In connection with this, our Business Partners are expected to keep complete and accurate records of all payments of any kind made by it from or with respect to commissions, service

fees or other payments received from us. For the purpose of achieving transparency and trust, we reserve the right to audit compliance with this Code of Conduct without prior notification and to conduct independent reviews of the operations and premises of our Business Partners.

The results of completed reviews, where improvements have been identified, are first discussed with the party subject to improvements for the purpose of contributing to continuous improvements. Should a Business Partner or a subcontractor violate applicable legislation or the principles of this Code of Conduct, and should the Business Partner within a reasonable delay set by Metenova refuse to implement improvement measures, we reserve the right to consider this as a serious violation of the contractual obligations and to terminate the business relations.

Our employees

Metenova is committed to providing a safe, fair and respectful workplace, offering a safe and healthy working environment, from a physical and psychosocial perspective, as well as professional and personal development for each employee. This means that the relationship with and between our employees is based on mutual respect and dignity and that we respect the value of all people and work in accordance with all internationally recognized human rights, including those described in the UN Declaration of Human Rights (www.un.org)



An anonymous whistleblower function, for the employee's integrity.

and the International Labour Organization's core conventions on fundamental principles and rights at work (www.ILO.org).

This means that:

- **We do not accept forced labor, slave labor or other forms of involuntary work within our company.** We also condemn methods that limit the free movement of employees.
- **We recognize the right of our employees to organize.** We also recognize the value in that our employees form or join trade unions, in accordance with applicable laws and principles, in reconciling the interest of the management and employees.
- **We ensure that we provide fair working conditions.** This means that the terms of employment, including financial compensation and working hours, offered to our employees and subcontractors meet the requirements of applicable national legislation and industry standards.
- **We provide a safe working environment.** To ensure that we do not present any unreasonable risks our its employees, we comply with all applicable environmental, safety and health regulations and provides a safe and healthy workplace and commit to taking all appropriate and legally prescribed precautionary measures.
- **We do not discriminate.** This means that we ensure that all employees are provided with equal opportunities regardless gender, marital or parental status, ethnic or national origin, sexual orientation, religious belief, political affiliation, age, disability or other distinguishing characteristics. We respect the personal dignity of each individual, honor diversity, and are intolerant of

violence, discrimination, harassment or retribution in our workplace. Sexual harassment, sexual exploitation of children and child pornography are not accepted.

Employees are encouraged to help each other by speaking out when a co-worker's conduct makes them or others uncomfortable and are responsible for promptly reporting harassment when it occurs.

The environment

Metenova recognizes our impact on the environment and strives to take our share of responsibility for reducing our environmental impact and operate on a sustainable basis.

To support this commitment, we demand that our Business Partners and their subcontractors do not knowingly cause harm to either those living in the vicinity to its operations or the environment and identify all the hazardous or toxic waste that they or their subcontractors produce and take all available measures to avoid or minimize usage and dispose of such waste in accordance with environmental protection and waste disposal requirements as established by regional or local authorities.

Compliance and responsibility

All those working on behalf of Metenova shall act and conduct business in accordance with these values and business principles. To support this commitment, each employee, Business Partner and member of the management board is responsible for taking precautions necessary to protect themselves and their co-workers, including immediately reporting accidents, injuries, unsafe practices or conditions, fraud or other criminal conduct to management, who will take appropriate measures to correct unsafe conditions, or by using our whistleblowing system.

Metenova recognizes that a fundamental part of achieving compliance and accountability with the principles of this Code of Conduct is our responsibility to ensure that everyone falling within its scope receive appropriate training and sufficient information about relevant laws, rules and policies.

Open reporting

Metenova protects whistleblowers who act in accordance with their good judgement to report issues of concern in relation to this Code of Conduct to management for consideration.

Problems may be raised directly with your direct manager, the CEO or someone else on the management team or the board of directors. In additions to this, Metenova also safeguards the opportunity to report anonymously. In order to facilitate the anonymous reporting of serious misconduct or violations, Metenova has an external whistleblowing system [hyperlink]. A total ban on reprisals applies in the event that a whistleblower's identity should become known. This assumes, however, that reporting was done in good faith in accordance with applicable legislation. Any reporting made for malicious purposes, in so-called bad faith, or reporting without factual grounds, may result in disciplinary and/or legal action.

All cases that enter the whistleblowing system are assessed by an independent attorney and, subject to further investigations and actions, where appropriate.

All whistleblowing cases, regardless of reporting to management or by using the external whistleblowing system, are handled in confidence and in accordance with this Code of Conduct.

All processing will take place in accordance with the GDPR and other relevant legislation.

Kerstin Corné, kerstin.corne@metenova.com, is responsible for the reporting function.

Establishment of the Code of Conduct

Metenova's Code of Conduct is confirmed by Metenova's board of directors once a year.

The board of directors of Metenova Holding AB and Metenova AB decided to adopt the existing Code of Conduct at their meeting on 2022-04-21.

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