

Code of Conduct Interket Group

At Interket we recognise that environmental, social and financial sustainability is vital for the long-term development of the Group.

Our way of working should always be guided by the fact that we are reliable in all we do. We are committed to our customers, employees and stakeholders. We are courageous and open to saying yes to opportunities and equally important saying no when it doesn't fit to our standards or values.

The Interket Group is therefore committed to conducting business in an ethical, fair and socially responsible manner. This commitment is based on the following:

- To ensure, where possible that all stakeholders in our supply chain comply with similar values and policies
- Business is conducted lawfully and with integrity. Not accepting under any circumstances extortion, bribery or corruption
- Committed to reduce waste, energy and pollution from our manufacturing process
- Using suppliers where possible to reduce the Groups carbon footprint
- Ensuring that employment is freely chosen, with employees having the right to freedom of association and collective bargaining
- Providing safe and hygienic working conditions where child labour is not used
- Employees have time off work, are paid responsibly and are encouraged to develop their competences
- Each company within the Group is encouraged to support their local community as they see fit

Operating to these standards ensures that the Interket Group is a fair and respected employer and continues to be an employer of choice.

If employees experience behaviour that is incompatible with the above guidelines, they are encouraged to contact any member of the Group management or nominated representatives.

A blue ink signature of Carl Parkander, CEO of Interket Group.

Carl Parkander
CEO Interket Group