



EUROFORM
MEDIPHARM

CODE OF CONDUCT POLICY

In our globally connected business, where social values may vary and cultural differences exist, Euroform places utmost importance on our corporate values.

Euroform's Code of Conduct represents our commitment to environmental issues, social responsibility, and maintaining a positive work environment.

Euroform's Code of Conduct is supported by the following policies:
Environmental Policy, Work Environment policy, Quality Policy and Procurement Policy.

Our operations shall adhere to the following guiding principles:

- We are dedicated to upholding individual rights, diversity, and equality, and we unequivocally prohibit any form of harassment or discrimination, in accordance with applicable laws and regulations.
- Euroform strictly complies with local laws and regulations, ensuring that child labour and forced labour are not tolerated. We conduct business with integrity and honesty, taking full responsibility for our actions.
- We value the well-being of our employees and observe national provisions and agreements concerning working hours, paid vacation, and the freedom to associate with a union.
- We are committed to minimizing the impact of our operations on the environment and human health. To achieve this, we refrain from engaging in unethical purchasing practices and avoid materials obtained through unacceptable means, such as conflict minerals. Our suppliers are also expected to prioritize environmentally responsible practices, avoiding harm to land, water, air, and resources. We strive to reduce pollution and excessive consumption while conserving energy, water, and materials.

Detta är ett elektroniskt dokument, skrivs dokumentet ut blir det en oregistrerad kopia

Dokumentnamn-Name of document
Code of Conduct Policy Euroform AB och Euroform MediPharm AB

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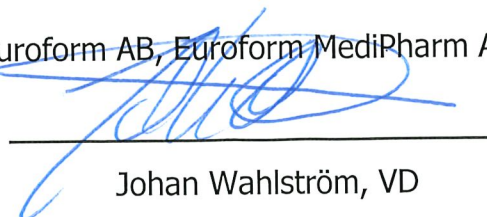
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Utfärdare-Issuer Farhad Hosseini	Fastställt-Authorized Johan Wahlström	Datum-Date 2023-05-17	Registreringskod-Registration code D-180	Rev 10
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- Euroform maintains a strong stance against illegal industrial cooperation and corruption. We categorically reject any form of bribes, and our business and marketing practices are guided by ethical principles. Employees are encouraged to avoid situations where loyalty to the company might conflict with personal interests.
- We prioritize ethical business practices, ensuring compliance with data protection laws and taking a strong anti-corruption stance. Adhering to competition laws, avoiding conflicts of interest, and prohibiting inappropriate benefits are integral to our business conduct. We strictly comply with import/export laws, respect intellectual property, and safeguard sensitive data. Additionally, we ensure responsible usage of AI with human control, underscoring our commitment to responsible technology implementation.

At Euroform, we believe that upholding these principles is fundamental to our success and reputation as a socially responsible global company. Each employee is expected to embrace and exemplify these values in all aspects of their work, fostering a positive and inclusive work environment for everyone. Together, we can create a stronger, more sustainable future for our organization and the communities we serve.

Euroform AB, Euroform MediPharm AB



Johan Wahlström, VD

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