

# Code of Conduct the Adder way



# Our commitment

At Adder Care AB, we are committed to ethical, legal, and sustainable business practices across all levels of our operations. Our Code of Conduct applies to all employees and suppliers, regardless of their roles or locations. It is an essential part of our everyday business activities and reflects our dedication to human rights, environmental sustainability, and fair labor practices.

The Code of Conduct is anchored in Adder Care AB's vision, mission and core values, and underpins all that we do.

## **Adder Care's Vision and Mission:**

Adder Care's vision is to provide high qualitative, user-friendly, environmentally safe and sustainable PPE and medical equipment products to the public and private sectors complying with all the required regulations.

Adder Care's Core Values:

- High quality
- Standard and regulation compliance
- Environmental and social sustainability

## **Scope of the Code of Conduct**

The Code of Conduct is mandatory for everyone at Adder Care AB, including all employees and external suppliers. From the outset, we require that our suppliers and business partners comply with the same high standards we set for ourselves. This ensures that all parties adhere to the principles of ethical behavior, social responsibility, and environmental sustainability, which are core to our business.

## **Sustainable Supply Chain Commitments**

We are committed to maintaining sustainable supply chains that uphold:

- The UN Universal Declaration of Human Rights,
- The UN Convention on the Rights of the Child (Article 32),
- The International Labour Organization's (ILO) ten core conventions, including those on forced labor, child labor, non-discrimination, and occupational safety and health (Nos. 29, 87, 98, 100, 105, 111, 138, 155, 182, 187),
- National labor laws governing wages, working hours, leave, and work environment,
- Environmental protection regulations, and
- The UN Convention against Corruption.

## **Supplier and Partner Responsibilities**

Adder Care AB expects all suppliers and partners to comply with national laws and international conventions, ensuring fair labor practices, environmental protection, and anti-corruption standards. We do not work with suppliers who fail to meet these expectations or who violate our Code of Conduct.

## **Commitment to Ethical Business Practices**

We reject all forms of discrimination and illegal or unethical behavior. Our business operations prioritize compliance with legal regulations and ethical standards, ensuring respect for labor rights, human dignity, and environmental protection. Each employee, as well as our external partners, affirms in writing their understanding of and commitment to the Code of Conduct.

## Internal and External Relations

Internally, we encourage diversity and ensure equal treatment regardless of gender, ethnicity, disability, or age. We support the personal development of our employees and promote a safe, inclusive workplace. Externally, we maintain strong relationships with suppliers who share our commitment to sustainability, human rights, and ethical practices.

## Environmental Sustainability

We strive to minimize our environmental impact through responsible product design, manufacturing, and recycling. All products are developed with environmental sustainability in mind, adhering to strict ecological and ethical standards. Our goal is to reduce waste, energy consumption, and the use of harmful materials, and to ensure that our products are reusable and recyclable wherever possible.

## Compliance and Responsibility

Every employee and supplier have a responsibility to comply with the Code of Conduct and uphold Adder Care AB's core values of high quality, sustainability, and ethical business practices. Violations of this Code, whether by employees or suppliers, will be addressed promptly to ensure alignment with our mission of providing high-quality, user-friendly, and environmentally safe products.

## Contact persons

If an employee has questions about this Conduct Policy, he or she should first contact their immediate supervisor. Then any of the following people can be contacted:

Function	Name	Phone number	E-post
Controller	Inna Cheiser	08-6602280	<a href="mailto:inna@adders.se">inna@adders.se</a>
VD	Niklas Hellmer	08-6602280	<a href="mailto:niklas@adders.se">niklas@adders.se</a>

## Responsibility

The Company's managers are responsible for ensuring that all employees within the Company are familiar with the Company's Conduct Policy, but it is the individual's responsibility to follow it. Violating the Company's Conduct Policy may result in disciplinary action.

The supplier hereby confirms that they have read, understood, and acknowledges their commitment to adhere to Adder Care's Code of Conduct. Furthermore, they affirm that their subcontractors have been duly informed of Adder Care's Code of Conduct and similarly confirm their adherence to it.

Supplier

Signature

Date and place

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Name /Title

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