

# Kivra's Code of Conduct for Business Partners

## Sustainability as the foundation

Sustainability forms the foundation of all Kivra's work. This is incorporated in several dimensions, ranging from a sustainable business model and long-term ownership to providing a secure service. Conducting our operations in a responsible and sustainable manner is central to Kivra. We strive to work preventively and set a good example. Together with our suppliers and collaboration partners ("business partners"), we expect to collaboratively take action in creating a better world.

## Expectations of business partners

Kivra's sustainability work is based on the principles of the UN Global Compact and the UN Guiding Principles on Business and Human Rights. These guiding documents, along with Kivra's own analysis of risks in the business and in relation to business partners, are central to shaping the following expectations.

### Kivra's business partners are expected, without order of precedence, to:

- Conduct their operations in a sustainable manner and continuously work to manage and prevent sustainability risks.
- Commit not to cause, contribute to, or be connected to any negative impact on human rights through their business activities.
- Work with active measures to prevent discrimination in the workplace and strive for inclusion and equal rights and opportunities for all employees.
- Actively promote good business ethics, particularly by managing risks related to corruption, conflicts of interest, money laundering, and competition.
- Implement an active climate and environmental work, including monitoring and reducing negative environmental impact, especially by identifying and measuring emissions and setting goals for emission reductions in line with the Paris Agreement. This progress should be disclosed publicly on an annual basis.
- Respect and protect the privacy of those whose personal data is processed and have internal policies in place for this purpose.
- Conduct active information security work and continuously improve it as new risks are identified.

Kivra's Code of Conduct for Business Partners is generally a part of the agreement between Kivra and the respective business partner but may, in some cases, be signed separately. As a business partner to Kivra, you should ensure that your business partners adhere to corresponding expectations as outlined in this Code of Conduct. Kivra has the right to regularly follow up on compliance with the expectations stated in the Code of Conduct.