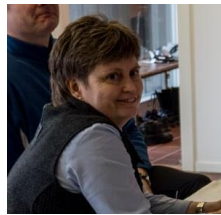




# Our Code of Conduct



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# I. Our business principles



Midsona's mission is to help everybody to a healthier everyday life and then it is of course natural for us to always act as a responsible company with a good reputation regarding openness, honesty and our ability to fulfil our obligations towards society, at the same time as we create added value to all our stakeholders.

Midsona's Code of Conduct, together with the rules of corporate governance and our policies, constitutes the framework for our business activities. The Code of Conduct is applicable to all employees, senior executives and the Board of Directors within all markets and on all occasions.

Midsona's Code of Conduct was first adopted by the Board of Directors of Midsona on 10 December 2009.

Peter Åsberg

CEO

## II. How should the Code of Conduct be used

- The Code of Conduct summarises existing principles for the Midsona Group and shall be used as a reminder as to how our daily business activities shall be performed.
- Each employee within the Group shall receive a copy of the Code of Conduct in their own language and confirm that they have understood the Code of Conduct and will comply with it.
- More details can be found in our policies. The Code of Conduct and the Midsona policies have been published on the group intranet.
- Each manager must ensure that the Code of Conduct is included in their introductions for new employees.
- Any questions that an employee may have should be addressed to their immediate manager.

### III. Summary of Midsona's four fundamental principles



We **respect** each individual's rights and will not **discriminate** or commit other violations of human rights.



We shall conduct our **business** in a way that contributes to a sound and sustainable **environment**



We **respect** our employees and their **rights**.



Midsona encourages **fair competition** and have a **zero tolerance** on corruption



## IV. Human rights

- Midsona supports and respects the international conventions regarding human rights and it is important for us to ensure that we in no way violate any human right.
- Midsona shall renounce every form of discrimination regarding for example gender, ethnic origin, age, disability, religion and sexual persuasion, experience, lifestyle, education, values and family situation
- Midsona employees shall not harass or discriminate against any colleague or business partner for any reason.



## V. Environment

- We shall endeavour to reduce our negative impact on the environment. Consideration shall be given to the environment, safety and health when developing products and processes.
- We shall reduce our consumption of energy and office supply.
- We prioritize environmentally friendly technology and shall always consider telephone and video conference meetings before travelling.



## VI. Labor

- Midsona shall respect employee's rights to be represented by trade unions and their right to take part in collective employment agreements
- Midsona shall uphold the elimination of all forms of forced, compulsory or child labour
- We shall use suppliers who observe prevailing labour legislation.
- Salaries will be paid as agreed and on time. We will recognize good performance and extra efforts.
- The health and safety of employees shall always be prioritised. Midsona shall constantly endeavour to reduce the risks and effects of accidents.





## VII. Anti-corruption

- Midsona encourages fair competition and have a zero tolerance on corruption and cartel behaviour.
- Employees may not benefit from business opportunities that arise as a direct consequence of Midsona's business activities.
- Board membership in competing companies or with customers or suppliers as well as own side businesses, shall be approved in advance with the employee's immediate manager.
- All companies within the group shall be aware of and strictly observe prevailing laws and ordinances. Upon uncertainty, each employee shall seek advice and information from their immediate manager.
- Each employee is encouraged to report any illegal or unethical behaviour.

## VIII. Open and honest communication

- Midsona's principle is that all communication shall take place in accordance with prevailing legislation and our group policies. Our communication shall be transparent and honest.
- Midsona shall maintain good relations with all stakeholders through frequent contact, clarity and good ethics.
- We are open and accurate within the limits of business confidentiality. Employees are required to observe the rules of confidentiality regarding the company's proprietary information and information that might influence the share price.
- The CEO and CFO are company spokespersons and may make statements on behalf of Midsona.

# IX. Conflicts of interest

- Midsona takes its business decisions based on what is best for the company and not on personal considerations or relations.
- Employees shall avoid each situation where personal interests risk being in conflict with the Company's interests, for example assignments with competitor, customer or supplier of Midsona – irrespective of whether such be remunerated or not.
- Midsona does not make any contributions or gifts to political parties or individual politicians, and employees may not make such contributions on behalf of Midsona.
- Employees of Midsona may not offer or accept gifts, benefits, commissions or entertainment to or from any third party that could influence the employee's professional judgment upon performing work for Midsona.

# X. Information about the Midsona Group

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Our website [www.midsona.com](http://www.midsona.com) contains information about the Group, such as annual reports, interim reports, information about business areas and press releases