

Code of Conduct for Diös Suppliers

Our Supplier Code of Conduct is based on The Ten Principles of the UN Global Compact on human rights, labour conditions, the environment and anti-corruption. We and our suppliers also support the UN's Declaration on Human Rights, ILO's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration and the UN Convention against Corruption.

This code of conduct has been established by the Diös group leadership team and the CEO has the ultimate responsibility to ensure adherence to this policy. The code of conduct is applicable to all suppliers and is referred to in each purchasing agreement, if needed a separate non-disclosure agreement shall be established. The code of conduct for suppliers, as well as other policies, are available on our website.

The basic guidance for our operations is to follow all applicable laws, regulations, rules and standards as well as to hold all necessary permits, licenses and registrations.

Human Rights

The supplier must support and respect international declarations of human rights and treat all its employees and suppliers fairly, equally and with respect for the equal value of all people.

Discrimination, regardless of what it is founded on, must not occur in the supplier's organisation when recruiting, determining salaries and wages, training, promoting, terminating employment, or on any other occasion. The supplier shall ensure that no harassment, bullying, threats, oppression or any kind of degrading treatment occurs.

Working conditions

The supplier must ensure that:

- All employees have a written contract of employment translated into languages they understand.
- All employees have the right to statutory leave including sickness and parental leave.
- Employees shall have at least one day off per week and working hours must not exceed the legal limits or 60 hours per week, including overtime.
- Deduction of wages cannot be used as a disciplinary measure.

The supplier should respect and recognise the employee's right to freedom of association and collective negotiations. No form of forced labour or child labour may occur at the supplier.

The supplier must systematically work to improve the work environment and take responsibility for the health and safety of their work environment. Preventative measures for accidents and work-related injuries must be taken and all incidents must be reported

Environment

The supplier shall work pro-actively to minimise the environmental impact from their operations and apply prudence regarding environmental risks in their business operations.

The supplier must have a system for waste management in which re-use and re-cycling is promoted. The supplier must continuously strive to reduce emissions into the air, land or water, as well as continuously improve efficiencies in their energy and resource use.

Business ethics

The supplier should operate under fair business practice, promote free competition and maintain high ethical standards. No form of corruption, bribery, money laundering or unlawful restriction to competition can be allowed.

Entertainment and gift-giving should be characterised by openness and moderation and always have a natural link to the business relationship.

Confidential information about our or our customers' businesses may only be used for the purpose for which it is intended.

Communication

Diös suppliers and business partners must uphold the confidentiality that is necessary for a listed public limited company and not disclose any information that is confidential or that may affect Diös' value on the stock exchange.

We are a public limited company listed on the Nasdaq OMX Nordic Exchange Stockholm, Mid Cap list and thus the Exchange's information rules and listing requirements apply to our business. The rules and requirements on information that Finansinspektionen, Sweden's Financial Supervisory Authority, demand apply to our business operations. Public information must be of such nature that a third party, at any given time, must be able to make a fair and correct assessment of the company's value. Further information regarding insider rules and insider information is available on the Diös website.

Furthermore, our communication must be characterised by transparency, relevance, reliability and openness. *Clear and fast communication creates a good climate of cooperation, commitment and mutual understanding.*