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Welcome to Fergas Group

At Fergas Group we believe that conducting ourselves in a respectful, responsible and professional manner is of outmost importance in our joint effort in creating a working environment where all feel welcome and respected.

In this Code of Conduct we outline our guidelines for all team members of our organization, independent of role and responsibility, to enhance the Fergas culture based on integrity, openness and, a spirit of cooperation.

This Code of Conduct outlines the principles and values that define our interactions, both within our organization, and within the wider community. It is not merely a set of rules but a reflection of our shared commitment to ethical conduct, professionalism, and inclusivity.

By adhering to this Code of Conduct, we aim to create an environment where every person feels valued, respected, and empowered to contribute positively to our success as a team.

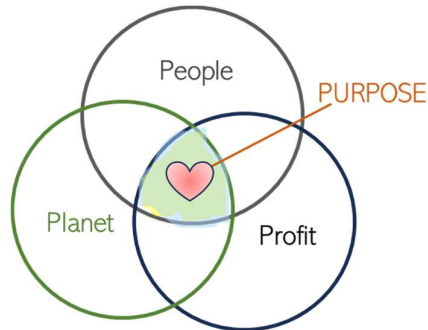
Thank you for reading and upholding the principles outlined in our Code of Conduct.

Our actions and behavior, defines our working environment in our organization and in our cooperation with suppliers, partners, and customers, all of which are based on the following values:

- **Respect:** treat others with respect and dignity without distinction of background, identity or personal opinions.
- **Honesty & Integrity:** act in an honest and ethical way in all interactions.
- **Responsibility:** Take responsibility for your actions and decisions both inside and outside of our organization.
- **Diversity & inclusiveness:** We value diversity where we are open to new ideas, perspectives and backgrounds to create an inclusive working environment.
- **Cooperation & teamwork:** We work together and support each other to accomplish common goals and achieve joint success.
- **Professionalism:** Conduct yourself in a professional way and act in a way that strengthens the organization's reputation and credibility.
- **Sustainability:** We strive to minimize our environmental impact and conduct ourselves with sustainability in mind throughout our business.

Sustainable Development

We have adhered to the United Nation's definition of sustainable development, as defined in 1987. For Fergas, sustainability is when we can satisfy our needs today – socially, environmentally, and economically – while at the same time providing the conditions for future generations to meet their needs.



<i>People</i>	<i>Social aspects</i>
<i>Planet</i>	<i>Environmental aspects</i>
<i>Profit</i>	<i>Economical aspects</i>
<i>Purpose</i>	<i>Being and acting well</i>

Triple Bottom Line, including Purpose

The various aspects of sustainability interact in a multitude of processes and cannot be handled individually. We need to find the sweet spot where they all interact.

People - Social sustainability

Social sustainability affects the people in society. In addition to basic needs such as health, security and education, the work environment is also an important part. As a company, we put the safety of our employees first, and we also expect it from our suppliers.

Planet – Ecological sustainability

This is about the earth's ecosystem and maintaining its desired functions in the long term. Green growth provides new conditions for business, while in parallel, meets environmental challenges through smart solutions.

For us as a company, it's about managing and reducing the impact on the environment that we ourselves and our partners could cause.

Profit - Financial sustainability

Generating a profit is critical for any healthy business, but these financial sustainability objectives should also strongly align with both ecological and social sustainability, specifically within a sustainable business model.

Purpose – Being and acting well

One of the Fergas' foundations is to be a force of good in society, and thus be beneficial to both owners and other stakeholders alike. We comply with legal requirements taking sustainability measures driving financial gain, while ensuring sustainability as a natural part of all our decisions. We also enter collaborations that do not have the primary purpose of generating profit, but instead to e.g. reduce social exclusion or environmental impact.

People

Upholding Human Rights

We are committed to respecting and promoting human rights in our organization. We respect and support internationally recognized human rights, as outlined in the UN Declaration of Human Rights and the UN International Labor Organization (ILO) conventions.

We do not tolerate child labor, forced labor, discrimination, bullying, or harassment in our workplace or organization. We ensure high work standards and promote open, transparent, and inclusive dialogue with employees and stakeholders.

Committed to Health and Safety

Health and safety for our employees is of the utmost importance, and together we promote a safe and healthy work environment for all our employees and stakeholders. Our commitment to complying with workplace health and safety laws, setting goals to continuously improve our workplace, both organizationally, socially, and physically.

We strive to foster a proactive culture that prevents and systematically identifies risks, accidents, and illnesses, while maintaining a work-life balance. This work ensures a safe and healthy working environment that enhances employee productivity, satisfaction, and engagement. We expect our suppliers and ourselves to have a systematic health and safety management system in place, such as ISO45001.

Promoting Equality, Diversity and Inclusion

We value diversity and equality and consider them as assets in our organization. Our work environment should be characterized by openness, and all individuals should be treated equally and with respect.

We promote an environment where all team members are encouraged to communicate and express their ideas freely, respectfully, and without fear of discrimination or judgment. We actively listen and appreciate diverse perspectives. We strive to provide all our employees and stakeholders with equal and fair opportunities.

The importance of Lifelong Learning

We acknowledge the importance of education and training and strive to foster a culture of lifelong learning within our organization. We encourage employees to enhance their knowledge and skills through various educational opportunities, to help individuals further their professional growth.

We embrace adaptability and innovation. We strive to remain agile and open to new ideas, technologies, and methodologies. By embracing change, we can continuously improve our skills and strive to stay ahead in our respective fields.

Planet

Environment

We strive for continuous improvement of environmental performance, to address the factors where we have the largest impact.

We expect that natural resources in terms of material, energy, water etc. will be used efficiently and responsibly. Renewable raw materials and environmentally friendly packaging should be used as far as possible, according to the priority reduce, reuse, recycle model.

Emission of CO₂ should be reduced as much as possible. The first step is to measure the emissions, to be able to make a plan to reach net zero CO₂ emissions goal.

We expect our suppliers, as well as ourselves, to have a system in place to systematically manage environmental issues, e.g. ISO14001.

Profit

Protection of our Assets and Information

Protection of our assets and information is of utmost importance to us. Therefore, it is vital that we adhere to the following guidelines to uphold the highest standards in asset and information protection.

Physical and Digital asset protection

We must ensure the security of all physical assets entrusted to us. This includes but is not limited to equipment, machinery, documents, and company-owned devices. Each individual is responsible for properly utilizing and safeguarding these assets to prevent theft, damage, or unauthorized access.

Our digital assets, such as software, databases, intellectual property, and proprietary information, require special attention.

Information Confidentiality

We are committed to maintaining the confidentiality of all sensitive information entrusted to us by our clients, business partners, and colleagues. We shall not disclose or use such information for personal gain or share it without proper authorization.

NDA should be used as an agreement between our supplier and customers when sharing confidential information.

Privacy Statement at <https://fergas.com/en/privacy>

Business Integrity, Conflict of Interest, Bribery and Corruption

All employees at Fergas have a responsibility to act with integrity both internally towards each other and our external stakeholders. We want to build long-term relationships by showing trust, mutual respect and honest actions. That's why business integrity is an important cornerstone of our business. We want to comply with laws and regulations and act with the highest degree of sincerity, fairness and ethics in all our relationships.

Business integrity is fundamental to our company's success and reputation. By living up to these principles, we strengthen the trust of our stakeholders and build a sustainable and ethical business.

Bribery and corruption can take different forms, but they all involve abuse to gain certain advantages and it creates an unlevel playing field for honest businesses. We do not tolerate any form of bribery and corruption and all forms of misconduct, e.g. theft, fraud, assault, damage to company property etc. We are committed to creating a corporate culture where there are no excuses for a mindset that promotes dishonest behaviours. It is therefore important that everyone at Fergas can report suspected violations without fear of punishment (see section below "Where to find support").

Trade and competitive approach

We will ensure that all export and import comply with applicable laws and regulations and promote responsible and ethical behavior by:

- Adhering to all national and international laws and regulations relating to export and import.
- Avoiding transactions that are illegal or that we consider to be unethical.
- Ensuring that all exported and imported products meet the quality and safety standards required in the recipient country.
- Maintaining transparency in all trade transactions and reporting suspected irregularities.

We will promote fair and legal competition, benefiting both the company and its customers by:

- Avoiding pricing, market sharing, and other practices that can be seen as anti-competitive or monopolistic.
- Not making agreements with competitors that could negatively affect market conditions.
- Respecting intellectual property rights and business secrets of competitors and other parties.

Procurement and Suppliers

We will ensure that the purchasing process is fair, transparent, and contributes to sustainable development by:

- Selecting suppliers based on objective criteria such as sustainability, quality, reliability, and price.
- Requiring suppliers to follow environmental and social guidelines that are in line with Fergas's values.
- Implementing guidelines for responsible purchasing, including auditing the supply chain to avoid violations of labor and environmental laws.
- Ensuring that supplier agreements and negotiations are conducted in an ethical and legal manner, without corruption or undue influence.

We will ensure that our procurement processes do not contribute to the financing of conflicts through the use of conflict minerals by:

- Identifying and avoiding the purchase of minerals that directly or indirectly finance or benefit armed groups involved in conflicts, particularly in conflict areas.
- Conducting audits of our supply chain to ensure that the minerals we use through our supplier's products do not come from conflict areas or contribute to human rights violations.
- Requiring our suppliers to meet the same standards and expectations regarding conflict minerals and to account for the origin of these minerals.

Where to find support

- The Code of Conduct cannot cover every situation you may encounter, and sometimes it is not clear what the right way to act is. We all may need advice and support from others, so if you have any questions or face a dilemma, do not hesitate to ask for help.
- You can always turn to our management, but if you feel that this is not appropriate or wish to remain anonymous, you can use Fergas Whistleblower Service:
<https://whistle.qnister.com/fergas>