



RAGN-SELLS BUSINESS PARTNER CODE OF CONDUCT

Ragn-Sells Group

The Ragn-Sells Group is committed to conduct its business and pursuing its interests in a legal and ethical manner, including a responsible and sustainable supply chain.

Illegal or inappropriate actions or behaviour by the Group or any person associated with the Group threaten to undermine the entire Group's reputation and integrity and will not be tolerated.

This Business Partner Code of Conduct defines the basic requirements placed on Ragn-Sells' suppliers, third party intermediaries and other business partners ("**Business Partners**") concerning their responsibilities towards their stakeholders. Such Business Partners shall address any violations of this Code of Conduct that have come to their knowledge and take appropriate actions.

SCOPE OF APPLICATION

This Code of Conduct defines the basic requirements placed on Ragn-Sells' Business Partners concerning their responsibilities towards their stakeholders, in all markets and at all times.

THE BUSINESS PARTNER UNDERTAKES HERewith:

LEGAL COMPLIANCE

To comply in all respects with all applicable laws and regulations in all locations where business is conducted including, but not limited to, the following:

- To comply with all applicable anti-corruption, antitrust and competition laws
- To fulfil all applicable legal requirements related to operational health and safety
- To fulfil all applicable environmental requirements defined in laws, regulations or environmental permits
- To ensure legal compliance with respect to export of waste and materials including, but not limited to, traceability and valid certificates.

BUSINESS ETHICS

To conduct business in compliance with all applicable national and international laws and regulations and adhere to internationally agreed standards of business ethics, including, but not limited to, the following:

Fair competition and anti-trust

To comply with all applicable anti-trust and competition legislation and not to abuse a dominant market position or participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors or any other form of inappropriate activity.

Anti-corruption

Not to tolerate, and not to engage in, directly or indirectly, any form of corruption or bribery and not to grant, offer or promise anything of value to a public official, anyone who exercises public authority or decides on public procurement or to a counterparty in the private sector to influence official action or obtain an improper advantage.

To adapt an adequate process to prevent bribes, corruption and conflict of interest.

Conflict of interest

To avoid conflicts of interest that may adversely influence business relationships.

To disclose to Ragn-Sells if any Ragn-Sells employee has a personal or financial interest in, or economic ties to, its own business.

HUMAN RIGHTS AND LABOUR RIGHTS

To support and respect fundamental human rights as set down in for example the United Nations' Universal Declaration of Human Rights and to recognize responsibility to observe these rights when conducting business.

Child labour and forced labour

To not use, or benefit from, forced labour or employ, or benefit from the employment of, any person below the age of 15 or below the legal minimum age if higher than 15.

Working conditions

To ensure that normal working hours and overtime working hours are within the limits permitted by applicable laws and regulations or agreed to in relevant collective agreements.

To pay employees at least a wage and applicable overtime compensation as defined by national laws or any applicable collective agreement.

To recognize employees' right to organize and belong to a union and bargain collectively in accordance with local laws and principles.

Health & Safety

To provide all employees with a safe and healthy working environment to prevent accidents, in accordance with applicable laws and industry standard.

To offer employees access to adequate health and safety training.

To have health and safety policies in place, including standards designed to reduce work-related injury and illness, and promote the general health of employees.

To record, report and investigate all significant health and safety incidents.

Non-discrimination

To promote equal opportunities for, and treatment of, its employees irrespective of ethnicity, nationality, religion, sex, age, sexual preferences or other distinguishing characteristics.

To refuse to tolerate any unacceptable treatment of employees, such as violence or harassment of any kind, or discrimination in the work environment.

ENVIRONMENT

To obtain and maintain all required permits and licenses relevant for its business and comply with the operational and reporting requirements of such permits and licenses.

To manage operations responsibly in relation to environmental risks and impacts and to adopt a precautionary approach. Resources such as water and energy should be used efficiently and impacts on biodiversity as well as ecosystem services should be minimized.

To endeavor to reduce emissions as a result of business activities and use efficient technologies which aim to reduce the environmental impact.

EXPORT OF WASTE

When receiving waste, it is important to handle it in an ethical way, respecting national and international environmental laws and standards, human health and the environment.

When exporting waste, to do this in a responsible manner, especially when waste is shipped to countries outside OECD.

In addition to the principles laid down in this Code of Conduct, and the fundamental principles set out above, it is of uttermost importance that the following requirements are adhered to (by receivers of waste and others concerned):

- To support and respect fundamental human rights set down in the United Nations' Universal Declaration of Human Rights.
- Not to, directly or indirectly, use child labour or do business with any legal entity or individual that does not observe the guidelines set down by the International Labour Organization (ILO) for child and youth work.
- To manage waste handling and waste treatment operations responsibly in relation to environmental risks and impacts. All parties shall endeavor to minimize the environmental impact at every stage of the transport and treatment process.
- To ensure/prove that the waste receiver has sufficient knowledge of how the waste can, directly or indirectly, affect the environment and that the receiver complies with all relevant laws and regulations.
- To ensure waste traceability. Whenever delivering waste to another party, to secure Ragn-Sells' right to request and receive documentary evidence, including final recovery certificate.

GENERAL REQUIREMENTS

To have a systematic approach in place to ensure adherence to relevant laws and regulations as well as this Code of Conduct or its own equivalent Code of Conduct, whichever is stricter.

Transparency and audit rights

To transparently disclose details of its corporate structure, business activities, financial situation and performance upon request and in accordance with applicable laws and regulations.

To entitle Ragn-Sells, or an independent third party auditor appointed by Ragn-Sells, to take measures necessary to verify compliance with this Code of Conduct, and in connection therewith assist and make available all information necessary and to allow for, and contribute to, such audits, including on-site inspections, conducted to ensure compliance hereof.

To immediately address violation of this Code of Conduct.

Concerns may be reported confidentially to:

Head of Group Function Sustainability
Ragn-Sellsföretagen AB
P.O. Box 952
SE-191 29 Sollentuna, Sweden

IMPLEMENTATION AND EFFECT

Ragn-Sells requires its Business Partners to comply with the conditions and principles set down in this Code of Conduct and to take necessary corrective actions promptly.

When Ragn-Sells evaluates and ultimately selects Business Partners, their ability and willingness to comply with the conditions and principles set down in this Code of Conduct is an important criterion. It is understood by the parties concerned that the failure to comply with this Code of Conduct is considered a material breach of contract and that Ragn-Sells under such circumstances reserves the right to, with immediate effect, cancel outstanding orders, suspend future orders or terminate the relevant agreement for material breach.

Sollentuna 2020-05-04



Lars Lindén, CEO