



Supplier Code of Conduct

This Supplier Code of Conduct describes the principles that all suppliers and subcontractors must comply with. High ethical and moral standards will always characterise the way Ecohelix does business. We set the same standards for all our suppliers. All of our suppliers must operate in a safe and environment-friendly manner and must meet all the requirements set out in prevailing contracts and regulations.

Purpose

At Ecohelix, our purpose is to revolutionize the chemicals industry by providing sustainable alternatives to fossil and food-based chemicals and other harmful materials. We are dedicated to harnessing the natural process of wood formation and utilizing enzymatic technology to create high-performing polymers called WOODMER®. Our aim is to contribute to a greener and more sustainable future, reducing emissions, and promoting the use of sustainable products in everyday life.

Vision: Our vision is to become the preferred supplier of wood-based polymers, empowering industries' transition to a net-zero economy.

Mission: We strive to make everyday life more sustainable with wood-based polymers.

A sustainable society requires us to set the bar high with regards to environmental, social and commercial matters. Ecohelix tolerates no form of corruption, bribery, human rights abuses, discrimination, distortion of competition or unhealthy impact on the environment.

Core Values

Our company functions around an underlying belief in the patented solution that we offer and embrace the growing urgency for green transition. We embrace the following core values:

Harmony with Nature	Curiosity	Unified Diversity	Impactful Solutions
We learn from nature, embrace circularity and lead green growth.	We innovate, transform and push boundaries.	We value diversity and foster an innovative and collaborative environment.	We deliver on the agreed for a sustainable tomorrow.

These core values serve as the foundation of our company culture and guide our decision-making, actions, and interactions. They inspire us to continually innovate, collaborate, and uphold the highest standards of sustainability and ethical practices, ultimately driving the positive change we strive for in the world.

Every member of our workforce upholds Ecohelix values and the ethical guidelines that are summarised in our Internal Code of Business Conduct. This document guides all our business dealings, and we require our suppliers to abide by the same ethical principles. This Supplier Code of Conduct (the "Code") sets out the principles that Ecohelix requires its suppliers to accept and follow.



Supplier Code of Conduct Overview

Who Does the Supplier Code of Conduct Apply to?

The Supplier Code of Conduct applies to all our business partners that provide products and/or services to Ecohelix, or that are engaged or instructed to act for or on behalf of Ecohelix. It includes suppliers (and their subcontractors if used while engaging with Ecohelix), consultants, distributors, agents and other representatives as well as their employees and consultants (in the following referred to collectively as “suppliers”).

Suppliers are responsible for ensuring that everyone who are involved in the delivery, have read, understood and agreed to abide by the principles set out in the Code. Suppliers must have a process in place to ensure and verify compliance with the Code and are responsible for ensuring that their subcontractors also abide by it.

The Supplier Code of Conduct is an essential part of the contract between Ecohelix and the suppliers. Violation of the Code could result in the termination of the business relationship.

What Is Required of Our Suppliers?

Laws and Regulations

Ecohelix requires all our suppliers to operate in accordance with the principles set out in this code and in full compliance with all applicable laws and regulations. The Supplier Code of Conduct does not replace legislation and if the two are in conflict, legislation takes precedence. However, if the code sets a higher standard than the existing legislation, the reverse applies. All suppliers to Ecohelix are also asked to comply with the principles set out in the UN Global Compact, the Universal Declaration of Human Rights and connected UN Conventions, the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, the OECD Guidelines on the Protection of Privacy and Transborder Flows of Personal Data, the OECD Guidelines for Multinational Enterprises, the International Covenant on Economic, Social and Cultural Rights (ICESCR) and the International Covenant on Civil and Political Rights (ICCPR).

These obligations include:

1. Business Ethics

Corruption and Anti-Bribery

Ecohelix rejects all forms of corruption, including but not limited to bribery, conflict of interest, fraud, extortion, embezzlement, self-enrichment or unlawful kickbacks. Our suppliers shall not engage in or cause Ecohelix to engage in any form of corrupt activities. Neither our suppliers, nor their managers or owners may have been convicted of corruption, fraud or money laundering. Suppliers must not, for the purpose of obtaining commercial advantage, offer, promise or give employees of Ecohelix any monetary gifts or other considerations that are not in line with our Internal Code of Ethics and Business Conduct.

Distortion of Competition, Anti-trust Laws and Confidentiality

Suppliers must always act in accordance with prevailing competition and antitrust laws and regulations. Suppliers must not share information or enter into agreements with competitors, customers or suppliers in a manner which contravenes competition laws and regulations. This means, among other things, to not engage in price fixing, market sharing, bid rigging or customer allocation. Information accruing to suppliers in connection with their collaboration with Ecohelix must be treated as confidential and must, under no circumstances, be shared with any third party. Suppliers with access to systems belonging to Ecohelix must sign a non-disclosure agreement.



Data Protection

Suppliers must follow applicable data protection laws and regulations.

Payment of Taxes

Suppliers must meet all their obligations with regards to registration and the payment of taxes (direct, indirect and national insurance contributions), both in their own country of incorporation and that of the client.

Quality, Health, Safety and Environment

Suppliers must have identified risk factors relating to quality, health, safety and environment (QHSE) issues. Suppliers must have systems and routines in place covering these areas. Among other things, suppliers must be able to show that their production facilities and working conditions are designed to minimise the risk to employees of occupational accidents, injuries and stresses, and to avoid harmful environmental impacts.

Export Control Regulations

It is crucial to Ecohelix that applicable Export Control Regulations are complied with since these regulations are aimed at limiting activities that Ecohelix does not support such as terrorism, distribution of prohibited goods and items etc. Ecohelix expects its suppliers to have control of its exports from start to finish, and that it is checked against the local and international laws and regulations that guide global, regional and country specific trade.

2. Human Rights and Labour Standards

Labour Rights and Working Conditions

Supplier's employees are entitled not to be subject to degrading treatment. Employees must be paid, enjoy good working conditions and not be subject to discrimination. All employees must be treated equally, irrespective of gender, religion, ethnicity, sexual orientation, age, disability or pregnancy. Employees must have safe and healthy working conditions. They must have a legitimate contract of employment, the right to a good standard of living and wellbeing, the right to rest and regular paid holidays. Procedures for regulated working hours and compensation, as well as procedures to provide expectant mothers with special protection and paid leave both before and after giving birth, must be in place and complied with.

Freedom of Association and the Right to Organise

Employees are entitled to organise and must have the opportunity to join a trade union. They must also have the right to strike. Where the law of the land restricts these rights, the supplier must take action to promote them based on human rights principles and the provisions set out in the various conventions.

Human Rights and Child labour

Ecohelix accepts no form of breach on human rights or child labour. The provisions of the ILO conventions on human rights and child labour and children's rights must be fully complied with. Suppliers must require that no form of human rights breaches or child labour be used anywhere in their value chains. If child labour is discovered, the supplier must have routines and procedures in place to deal with it, with the aim of creating the best possible outcome for the child. The same goes for any violation of human rights and those inflicted.

Freedom From Forced Labour

All prohibitions against forced labour and slavery must be observed and followed. If evidence of modern slavery or forced labour is discovered, suppliers must have routines and procedures in place to deal with their negative impact on human rights, with the aim of achieving the best possible conditions for those concerned.



Consumer Interest

Ecohelix requires that applicable health and safety requirements are met for its products and services, and our suppliers shall take this into account when producing goods or providing services for Ecohelix.

Responsible Sourcing of Minerals

Ecohelix is committed to comply with relevant laws and regulations requiring disclosure of the use of conflict minerals. Conflict minerals are minerals from high risk and conflict-affected areas that have directly or indirectly contributed to financing of armed groups, where some groups are believed to be responsible for serious human rights violations. Goods provided to Ecohelix shall be in compliance with relevant laws and regulations regarding conflict minerals.

3. Environment and Sustainability

Suppliers must prevent and constantly endeavour to limit any harmful environmental consequences deriving from their activities. Suppliers shall strive to perform all their activities in an environmentally sustainable manner and comply with or exceed prevailing environmental standards. This includes reducing emissions to air, soil and water. The suppliers services, products and processes must be optimised to consume energy, natural resources and raw materials as efficiently as possible and to minimise the volume of waste and scrap materials. Suppliers must avoid materials and methods that pose a risk to the environment, biodiversity and the climate and choose available and viable alternatives instead. Ecohelix encourages the development and diffusion of environmentally friendly technologies.

Ecohelix continuously seeks ways to improve the overall environmental impact of its operations and products along the value chain and expects our suppliers to do the same. Further, chemicals and hazardous materials shall be labeled properly and safely stored, and recycled, reused and disposed of correctly. Ecohelix recommends all suppliers with significant environmental impact to implement certifiable environmental management systems or similar systems that facilitate the supplier´s work with the environment.

4. Compliance

Ecohelix monitors the implementation and adherence of the Supplier Code of Conduct and will assess the partner´s compliance with the code. Ecohelix reserves the right to visit our suppliers to verify their compliance. Should any lack of compliance with the points set out above be identified, sanctions will be based on the agreement between the parties. If it does not follow from the contractual basis, the provisions of the Purchase Act apply as far as they are appropriate. In the event of serious non-compliance, the contract may be terminated.

Raising Concerns

Should you or your employees believe that the terms of the Supplier Code of Conduct are not adhered to or that Ecohelix is not acting in accordance with its own Internal Code of Business Conduct, we encourage you to raise your concern to the Ecohelix HR function or through any of your contacts with Ecohelix. The form provided in Appendix 1 can also be used.

Certification

Ecohelix requests that the Authorized Signatory/Legal Representative of your company reads through the Supplier Code of Conduct and by signing below and affixing company seal, if applicable, confirms the company has understood, and will comply with the Supplier Code of Conduct.



Business Partner's Pledge:

I, the undersigned, Authorized Signatory/Legal Representative of the company set out below, confirm that the company has understood and will comply with the Supplier Code of Conduct in the course of its own operations and demand the same of its sub-suppliers and sub-contractors. The company further pledges to report any suspected violation of or imperfect compliance with the provisions of this Code of Conduct to Ecohelix via hr@ecohelix.se or the form in Appendix 1. The undersigned company confirms its compliance with the obligations set out above. The undersigned confirms the existence of compliance monitoring procedures.

Business Partner/Supplier/Subcontractor:

Org. no: _____

Date: _____

Name: _____

Email: _____

Phone: _____

Title: _____

Signature: _____

If you have any questions regarding this Code of Conduct, you may contact hr@ecohelix.se



Appendix 1 – Raising Concerns or Report of Non-compliance

I am aware of a situation that may not be in compliance with the Ecohelix Supplier Code of Conduct. Description of potential or actual conflict under the Code of Conduct follows:

Name and Contact Details (Optional):

Please send this report to: The HR Department, Ecohelix, Drottning Kristinas väg 45, 114 28 Stockholm, Sweden or via email to hr@ecohelix.se

Ecohelix is committed to protecting your personal data. In our Internal Code for Ethics and Business Conduct – you can read about how Ecohelix processes and uses the personal data that we receive in connection with a Code of Conduct concern and how you can contact us if you have additional questions regarding our processing of your concerns or your personal data.