



Enzymatica®  
Code of Conduct

*Version : 20190327*

## 1. Introduction

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Enzymatica AB is a life science company. We focus on health and wellness and want to use resources, whether raw materials, energy or people, as wisely and sustainably as possible, in a way that does not limit the choices of future generations.

Enzymatica's Code of Conduct is designed to provide guidance on employees expected behavior, within and outside our company. We want to be good corporate citizens and take responsibility for a sustainable society. Therefore, the Company acts in accordance with applicable international principles, confirming its support for human rights, fair labor and environmental practices. We should comply with the Ten Principles of the United Nations Global Compact which are derived from: the [Universal Declaration of Human Rights](#), the [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#), the [Rio Declaration on Environment and Development](#), and the [United Nations Convention Against Corruption](#).

Any national law or regulation prescribing standards higher than the ones referred to in this document will have precedence.

Enzymatica require suppliers, sub-contractors and distributors to acknowledge and adhere to the principles in the articles of this document.

### **The Ten Principles of the United Nations Global Compact are:**

#### *Human rights*

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

#### *Labor*

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labor;

Principle 5: The effective abolition of child labor; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

#### *Environment*

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

#### *Anti-Corruption*

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

## 2. Human Rights

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### **Human Rights**

The Company supports the Universal Declaration of Human Rights by the United Nations.

### **Child Labor**

The Company does not accept child labor. Young employees (15-18 years old) may only be employed if they have reached the country's legal age for working and have completed compulsory education.

### **Freedom of Association**

The Company respects the right of each employee to engage in, or refrain from, collective bargaining, agreements and other collective activity as contemplated by applicable law.

### **Political Involvement**

The Company stands for political neutrality with regard to political issues, parties and representatives. The Company name and assets must not be used to promote political issues. When not acting on behalf of the Company, employees may participate in the political process as responsible citizens.

## 3. Labor Standards

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### **Equal Opportunities**

Every employee is entitled to be treated with dignity and respect by his or her managers and colleagues.

The Company will not tolerate discrimination or harassment of any sort on the basis of race, ethnic or national origin, caste, religion, gender, age, sexual orientation, disability, union affiliation, political opinion or any other basis prohibited by law.

### **Health & Safety**

All employees are entitled to a safe and healthy work environment, in which they are protected from exposure to chemical, biological or physical hazards. The Company will take appropriate preventive actions to provide a safe and secure workplace for employees and work continuously to identify and minimize work environment risks.

### **Wages & Working Hours**

The Company remunerate wages that at least fulfill national legislation for minimum required levels, or comply with the prevailing industry standard, if it is higher than the minimum wage.

Ordinary working hours as well as overtime must not exceed the legal limit and never exceed forty-eight (48) hours per week. Overtime must always be voluntary and fully compensated. Pay for overtime must exceed pay for normal working hours.

## 4. Environment

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### **Environment**

The Company strives to conduct business in a sustainable manner. We have an established environmental policy and work continuously to minimize the impact on the environment.

### **Respect of Animals**

If animal tests are performed, factors that can reduce pain or stress for the animals must always be considered. The tests should be performed at a minimum number of animals and the animals should be treated as well as possible throughout the whole operation.

## 5. Anti-Corruption & Business Ethics

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### **Unlawful Incentives**

Enzymatica's relations with customers and business partners will be characterized by fairness and honesty. Employees shall comply with The Company's Code of Conduct, regardless of where in the world business is being conducted.

The Company will compete in the marketplace with respect of the principles and rules of fair competition and will not violate applicable laws or principles. The Company does not accept any form of bribery, i.e. The Company will not offer or accept payments, economic benefits, gifts or favors in violation of applicable laws or generally accepted business practices.

### **Confidentiality**

Employees are expected to safeguard The Company's confidential or otherwise sensitive information. Such information must not reach external parties. This includes also our assets, e.g. property, equipment and supplies.

### **Conflict of Interest**

An employee may not use his or her position with The Company for personal gain or undertake any outside employment that would interfere with his or her performance at The Company. The Company expects its employees to follow these rules and to resolve uncertainties by asking his or her manager for advice and, when required, obtain The Company's consent.

### **Violations of this Code**

The Company expects employees to report any known or suspected violations of law or our Code of Conduct. Deviations will be investigated and dealt with appropriately by the Company.

The Company will not tolerate harassment of an employee who, in good faith, reports a violation. Confidentiality will be maintained to the extent possible, consistent with laws and The Company's need to investigate the issue.

## 6. Expectations of Suppliers

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Enzymatica require suppliers to acknowledge and adhere to the principles in this Code of Conduct. Enzymatica may carry out inspections to ensure that the requirements in our Code of Conduct are being met.