



Code of Conduct

Aurena's Code of Conduct has been developed to emphasize the values and principles that govern our relationship with employees, customers, suppliers, and other stakeholders. We have a responsibility to society to work sustainably. In doing so, we engage in human rights, working conditions, the environment and business ethics. The Code is based on internationally agreed rules, primarily the ten principles of the UN Global Compact and the Swedish Labour Law.

Compliance with the Code of Conduct

All employees and sales agents at Aurena must be informed about and comply with this Code of Conduct and it should be a natural part of the business. Employees must report to the safety representative or manager if they suspect inconsistencies with the Code of Conduct or legislation.

Whistleblowing

If the employee wishes to remain anonymous when reporting irregularities, it is possible to report and send messages via Aurena's whistleblowing service WhistleB.

Link: <https://report.whistleb.com/aurena>

Approval and review

This code shall be approved by the management of the company annually.

AURENA'S BRAND PILLARS GUIDE THE WORK

Aurena Laboratories' pillars are COLLABORATION, INNOVATION, HUMBLE + CARING CULTURE and CREATIVE SOLUTIONS. Our pillars must characterize the work, both internally and externally.

COOPERATION

We work in close cooperation with colleagues, partners, and customers. We have an advisory style and emphasize cooperation in all aspects of our business. We are more than a supplier offering products and production capacity. We embrace challenges.

INNOVATION

We occupy a leading position in Bag-On-Valve and medical devices and are therefore committed to innovations in all areas of our business such as product development, manufacturing, method, equipment, technology, laboratory development, IT investments, customer service, packaging solutions and customer communication. We will always look for ways to get better.

CREATIVE SOLUTIONS

Regardless of the project, we are dedicated to solving problems creatively. We strive to understand and respond to our customers' needs. We create customized product, packaging and production solutions. Each project is unique and we treat it as such. Customers can rely on us to create smart solutions because we are experts and have over 20 years of experience in Bag-On-Valve.

HUMILITY + CARING CULTURE

We behave in a friendly, flexible way both internally and externally. A caring nature is a base of the Aurena brand that we all represent. We create internal and external relationships based on trust. You should enjoy working with us. Our customer experience sets us apart from others.

Human rights & working conditions

Aurena Laboratories complies with the Swedish Labor Law and shall ensure human rights and have good working conditions by:

- **Human rights**

All employees at Aurena have a responsibility to respect and support human rights. Aurena undertakes not to cause, participate or through Aurena's business activities be linked to negative impacts on human rights.
- **Health, safety & work environment**

Aurena's workplace shall be a safe and secure environment for our employees. We carry out a systematic work environment management for a good working environment and to avoid illnesses and accidents among our employees. Everyone should receive information, conditions for skills development and opportunities to influence the organisation and change of work and working conditions. Everyone should be safe and feel good at work. Our actions are aimed at improving personal and work-related health.
- **Work environment responsibilities**

The employer has the primary responsibility for the work environment. The managers are responsible for ensuring that employees receive information and knowledge about their work environment and are responsible for leading and distributing the work so that employees can perform the tasks required to achieve the business's goals. All employees have a work environment responsibility and must cooperate with the employer to create a good working environment. As an employee, you must follow given instructions, use the protective equipment available and exercise caution in general to prevent illness and accidents. You must actively participate in the work environment management and notify the manager or safety representative as soon as possible if risks to life and health are discovered at work. As an employee, you have the right not to perform such tasks until you have been notified that the work shall continue.
- **Equality & diversity**

All people have an equal value. All employees shall be treated equally and have the same conditions regardless of gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, or age.
- **Discrimination & harassment**

There is zero tolerance for discrimination and harassment. All employees have a moral and compassionate obligation to act if harassment or discrimination occurs. Everyone has an obligation to treat each other in a respectful way and contribute to a good working climate. No one may be complicit in concealing harassment or discrimination.
- **Working hours & employment contracts**

We comply with the Swedish Working Hours Law and collective agreements. In connection with the employment at Aurena Laboratories, an employment contract is signed. The contract is issued in two copies: one to the employee and one to the company. The employment contract states the terms and conditions of employment.
- **Freedom of association**

We recognize and respect collective agreements and the right of our employees to freedom of association and collective bargaining, where consistent with applicable law.

- **Child labor & forced labor**

We do not accept child labor. We do not engage in or support the use of physical punishments, mental or physical coercion and verbal abuse such as threats of violence and sexual harassment.

- **Here you can read more:**

[Organizational and social work environment](#)

[Work environment policy](#)

[Personnel handbook](#)

Business ethics

Aurena Laboratorie's employees must take ethics into account in all parts of the business and in procurements through:

- **Anti-corruption & bribery**

We are personally obliged to comply in all respects with the laws, regulations and regulatory requirements that exist for corruption, bribery and representation. Violation of the guidelines can lead to disciplinary action. Corruption and bribery are prohibited as it damages the trust of both the employee and the company.

- **Gifts & Entertainment**

Aurena's employees may not provide or receive any form of gift or entertainment to or from a supplier that may influence or be perceived to influence decisions in Aurena's business with the supplier.

- **Money laundering**

Aurena should not support any form of money laundering. Money laundering is a way of bringing money from crime into the financial system and converting it so that it appears to be legally earned money. In this way, the criminal origin of money is concealed.

- **Conflict of interest**

All representatives of Aurena shall conduct their private activities in a manner that is not contrary or appears to be contrary to the interests of the business. As an employee, you should avoid ending up in situations where your personal or financial interests may conflict with those of the company.

The employee may not perform work or assignments directly, indirectly or run his own economic activity, which competes with the company. The employee may also not undertake assignments or conduct activities that may adversely affect the performance of his or her service. If the employee intends to undertake assignments or outside activities of a more extensive nature, he must first obtain the consent of Aurena.

- **Information security**

Information security should be an integral part of business operations and contribute to creating value for customers, owners and other stakeholders. We shall follow our routines regarding Logical IT security, Physical security in our premises and all applicable confidentiality agreements.

- **Requirements for business partners**

We make demands on business partners regarding business ethics, human rights, working conditions

and the environment. This is captured in the evaluation process of a new supplier and our Supplier Code of conduct.

- **Here you can read more:**
[Social responsibility policy](#)
[Quality policy](#)

Environment

An important part of decision-making and internal processes within Aurena is that we always consider the environment and future generations. This is achieved through continuous improvements in the environmental field. Everyone at Aurena must understand the importance of and promote an environmentally conscious work culture.

- **Environmental impact of the business**
We strive to always use resources efficiently, for example by reducing waste and reusing or recycling materials as far as possible. We strive for resource efficiency by, for example, limiting the use of energy and transport and removing environmentally and health-hazardous products.
- **Here you can read more:**
[Environmental policy](#)