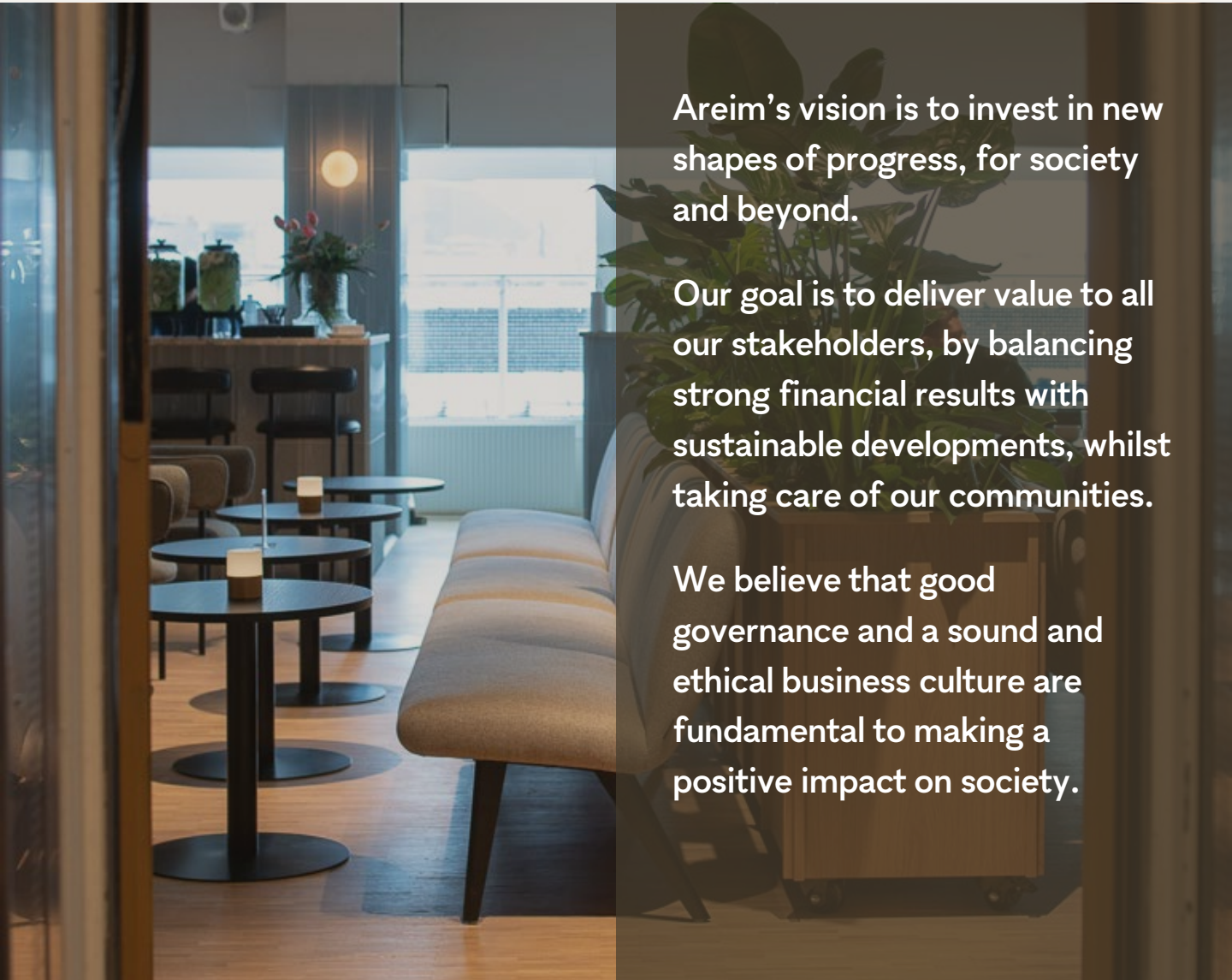


# Areim Code for Suppliers



Areim's vision is to invest in new shapes of progress, for society and beyond.

Our goal is to deliver value to all our stakeholders, by balancing strong financial results with sustainable developments, whilst taking care of our communities.

We believe that good governance and a sound and ethical business culture are fundamental to making a positive impact on society.

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## Background and Purpose

The purpose of this Code of Conduct for Suppliers is to establish a common approach to ensure good business ethics and sound business practices. This Code is based on the Ten Principles of the UN Global Compact. It is aligned with our corporate values to uphold the highest ethical standards and provide transparency.

## Environment

We are committed to reducing our environmental footprint, both directly and indirectly, by targeting the areas where our business has the greatest impact from a life cycle perspective.

Suppliers are expected to have knowledge of and actively manage and improve their environmental impact.

Ongoing efforts to achieve environmental improvements within their business operations are a key expectation.

## The precautionary principle

The precautionary principle should be applied where relevant, utilising tools such as Byggsvarubedömningen or similar methods for the selection and documentation of construction and property products.

## EU Taxonomy

Suppliers should be aware that Areim has an obligation to report in accordance with the EU Taxonomy, including green activities related to capital expenditures. Where applicable, Suppliers are expected to actively collaborate and support our processes to define and identify such green activities.

## Applicability

This Code applies to parties with which Areim conducts business, such as suppliers and contractors, including subsidiaries and sub-contractors, service providers, consultants, agents, and advisors, hereafter referred to as Suppliers, who agrees to comply with the Code of Conduct by entering into agreements with us. Suppliers are responsible for ensuring that Suppliers in their supply chain adhere to the requirements set out in this Code.

Suppliers must comply with applicable legislation in the countries where they operate. In cases where this Code directly conflicts with national legislation, the latter must always prevail. This Code outlines the minimum requirements that Areim expects its Suppliers to meet in their business relations with us. Additionally, Suppliers must not engage in transactions with individuals or entities listed on the UN, EU, or other relevant sanctions lists, including US sanctions lists, at any given time.





## **Human Rights**

Respect for human rights is an essential component of any well-functioning and high-performing business. We therefore expect all our Suppliers to treat stakeholders, including employees, clients, tenants, shareholders, communities and municipalities etc., with respect for and in accordance with the Universal Declaration of Human Rights.

## **Labour**

Suppliers must treat employees with respect and dignity and must protect the workers' right to privacy and family life. Employees shall have the right not to be subjected to forced, bonded or compulsory labour and they shall be free to leave their employment after reasonable notice.

The use of practices where employees must lodge deposits, money or papers with their employer shall be abolished, unless required by applicable laws.

Child labour must not occur. If there is no national law against child labour in the country where the activity is conducted, no one under the age of 15 may be employed. Any person under the age of 18 shall not perform work that may cause harm to their health or safety.

Offering apprenticeship programmes in compliance with laws and regulations is acceptable. We also recognize young people are likely to be new to the workplace and are at a higher risk of injury in the initial months of employment, as they may be less aware of workplace risks.

Suppliers shall comply with applicable laws on wages and working hours, allowing for reasonable working weeks and time off as regulated. Workers shall be paid at least minimum wage and shall be compensated for overtime when required by laws and regulations.

Suppliers are expected to respect the right of employees to be represented by trade unions and to engage in constructive negotiations.





## **Equality, Diversion and Respect**

Suppliers are expected to treat their employees with respect and dignity. Areim has a zero-tolerance policy towards discrimination based on gender, racial or ethnic origin, nationality, religion or belief, disability, age, sexual orientation, or any other relevant forms of discrimination, including harassment, defined as a course of comments or actions that are unwelcome, or should reasonably be known to be unwelcome, to the person towards whom they are addressed.

## **Health and Safety**

Suppliers are expected to provide a safe and healthy work environment and to protect environmental quality.

Everyone who works on behalf of the Supplier shall receive regular safety training, and relevant information must be readily accessible in a language understood by everyone at work.

Accidents and occupational injuries shall be prevented. Any accidents or incidents occurring during work on behalf of Areim shall be reported to Areim without delay. Everyone who works for Areim, irrespective of their form of employment or contract type, shall be covered by accident insurance. Suppliers shall ensure that alcohol is not permitted during working hours and drugs, or illegal substances are never allowed.

## **Anti-Corruption**

Official entertainment and gifts shall be characterised by transparency and moderation and shall always exhibit a natural connection with the business relationship. No bribes, kickbacks or other similar payments in any form may be made directly or indirectly to or for anyone for the purpose of obtaining or retaining business or obtaining any other favourable action. The following principles apply:

- i. Never request gifts or favors
- ii. Never offer or accept cash gifts
- iii. Avoid giving or accepting gifts of substantial value

Gifts and hospitality of minor value may be given and accepted if they do not create obligations, violate laws, or cause misunderstandings.

## **Confidentiality and Intellectual property**

All Supplier must adhere to the confidentiality obligations in their respective agreements, by which they are contractually bound. In addition, no Supplier, while associated with Areim or at any time, thereafter, should disclose or make use of any confidential information, except in conjunction with the business of Areim, or disclose any information, whether or not it is confidential information.





## **Governance**

Suppliers are required to have relevant governance structure in place including policies, knowledge and management systems.

As a Supplier to Areim, you are required to evaluate your supply chain to identify and manage risks to ensure compliance with this Code. Any non-compliance by you or your supply chain must be effectively remediated both in a timely manner and at no additional cost to us.

## **Monitoring of the Code**

This Code of Conduct is an integral component of the agreement between Areim and the Supplier.

Suppliers are required to formally endorse and act in line with the rules in this Code as part of the agreement.

Principles clauses are included in the overall agreement, ensuring a unified and comprehensive approach.

Areim reserves the right to monitor and audit each Supplier's compliance with the Code. As a Supplier to Areim, we kindly request active cooperation by providing relevant information and making individuals accessible so that we, or an independent third party on our behalf, can conduct a meaningful audit. Breaches of the Code that are not corrected within agreed period, may have a negative impact your business relationship with us.

## **How to report concerns**

We encourage Suppliers to establish an internal whistleblower function that includes both internal and, where relevant, external reporting channels to report any misconduct. In case of any non-compliance of this Code, we expect such to be reported to the Supplier's whistleblowing function. Areim expects Suppliers to inform their personnel that they will not be subject to retaliation as a result of raising a concern in good faith.

Further, to address concerns regarding any non-compliance by Areim, please use the reporting channel provided on the Areim website [www.Areim.com](http://www.Areim.com). Your concerns will be taken seriously and addressed appropriately.

