SCANDIC FUSION

# CODE OF CONDUCT

2026

SCANDICFUSION.COM

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# Code of Conduct

At Scandic Fusion, we take responsibility for the impact we create through our work, our decisions, and our relationships. This Code of Conduct sets clear expectations for how we act, both inside the company and with clients, partners, and suppliers. It supports our values: delivering quality and competence, discovering the art in data with care and responsibility, and having each other's back through respect, trust, and teamwork.

Our Sustainability Strategy reflects the same mindset. Sustainability is part of how we operate and grow, not a separate initiative. This Code helps us put that into practice through strong ethics, responsible technology use, respect for people, and transparency in how we do business.

This Code applies to all employees. It also guides how we work with contractors, partners, suppliers, and clients when representing Scandic Fusion. We encourage everyone we work with to take these principles into account and to support a respectful, responsible, and transparent way of working together. If something feels unclear, ask. If something feels wrong, speak up.



# Workplace Respect, Equality, and Professional Behavior

Respect, inclusion, and professional behavior guide how we work together. We are committed to maintaining a safe, respectful, and inclusive workplace where every individual is treated with dignity and fairness.

01

## To maintain a respectful and supportive working environment:

### We:

- Treat everyone with respect and professionalism, no matter their role, background, or beliefs.
- Contribute to a safe, inclusive, and supportive workplace culture where colleagues feel valued, safe, and supported.
- Communicate respectfully and provide constructive feedback in our everyday interactions.

02

## We are committed to ensuring equality and preventing discrimination.

### We:

- Treat all colleagues fairly and support equal opportunities for everyone.
- Comply with labor and human rights laws and uphold ethical standards in our work.
- Make objective, merit-based decisions in recruitment, promotion, and compensation.

03

## We believe that diversity and inclusion strengthen our organization and support innovation and performance.

### We:

- Recognize that diverse and inclusive teams drive innovation and better results.
- Foster collaboration and mutual understanding across teams and functions, e.g, by participating in cross-functional projects and knowledge-sharing sessions.

04

## We maintain zero tolerance for harassment, bullying, or hostile behavior.

### We:

- Treat others with respect and do not engage in bullying, verbal abuse, threats, intimidation, or any behavior that creates a hostile work environment.
- Respect personal boundaries and do not engage in unwelcome sexual advances, comments, or behavior.
- Take part in awareness and prevention trainings and apply that knowledge to help create a respectful workplace.
- Investigate reported incidents promptly, fairly, and confidentially.

05

## We believe that open communication supports a healthy and respectful workplace culture.

### We:

- Protect those who raise concerns in good faith from being treated unfairly, including discrimination or other negative consequences.
- Provide clear procedures and channels for reporting inappropriate conduct and resolving workplace issues.
- Engage in open, honest, and respectful dialogue at all levels of the organization.
- Encourage employees to voice concerns, ask questions, and share feedback without fear of unfair treatment.

# Health, Safety and Well-being

A safe and healthy work environment supports our people and our performance. Everyone shares responsibility for maintaining safe working conditions and supporting well-being.



01

## To maintain a safe and healthy workplace.

### We:

- Provide and maintain a safe, clean, and hazard-free work environment for all employees.
- Comply with occupational health and safety regulations and best practices.
- Promote a culture of prevention, awareness, and shared responsibility for safety.

02

## We support employee well-being and engagement.

### We:

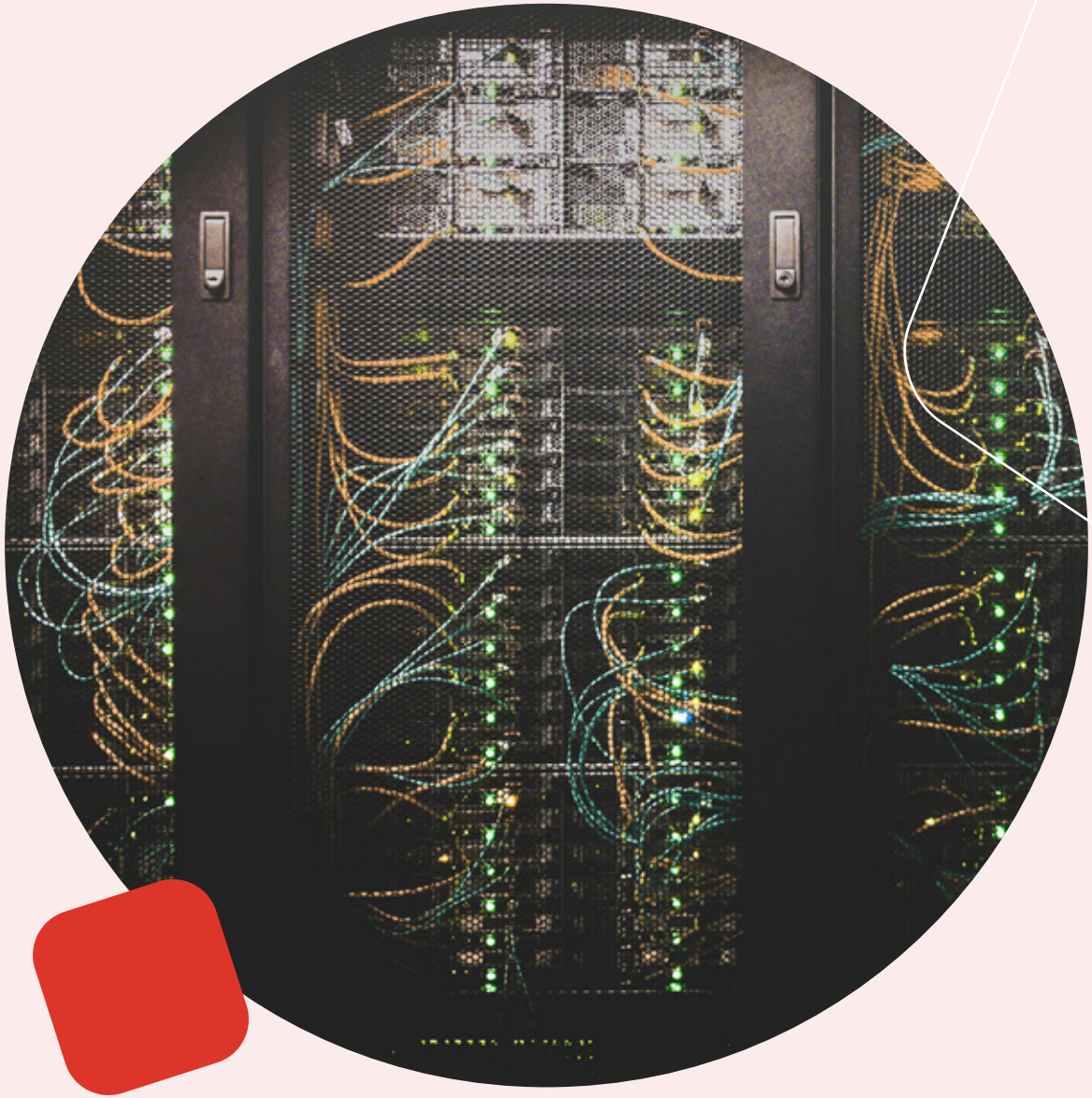
- Support the physical and mental well-being of all employees.
- Encourage work-life balance and flexible work arrangements where possible.
- Foster open dialogue, engagement, and participation in well-being initiatives.

03

## To promote responsible behavior and a safe work environment.

### We:

- Prohibit the use, possession, or distribution of illegal or harmful substances in the workplace.
- Promote responsible behavior regarding alcohol use at work-related events.



# Information Security and Technology Use

Trust is part of our daily work. We protect information, respect privacy, and use technology responsibly in everything we do.

01

## We protect data and privacy.

### We:

- Comply with all applicable data protection laws and regulations, including GDPR and relevant industry standards.
- Respect employee, client, and partner privacy by handling personal information with strict confidentiality.
- Process personal data only for specific, lawful, and legitimate business purposes.
- Maintain data accuracy and support access, correction, or deletion upon valid request.
- Conduct regular internal and compliance audits and employee training on data protection and privacy awareness.

02

## To protect information security and Company systems.

### We:

- Implement technical and organizational safeguards to protect Company and client information assets.
- Secure systems, networks, and devices against unauthorized access, misuse, or loss.
- Enforce password management, access control, and encryption protocols.
- Perform regular IT security checks, system monitoring, and timely updates.
- Follow clear procedures for reporting and responding to data breaches or security incidents.

03

## We use technology responsibly.

### We:

- Use Company technology, devices, and systems responsibly and for legitimate business purposes only, following IT policies
- Protect mobile and digital devices from theft, damage, or unauthorized access.
- Promote cost-efficient, secure, and environmentally responsible technology use.
- Use digital platforms and social media responsibly and professionally, including on personal accounts when identifiable as a Scandic Fusion employee.

04

## To protect confidentiality and intellectual property.

### We:

- Protect confidential information belonging to the Company, clients, and partners from unauthorized disclosure or misuse.
- Respect intellectual property rights and follow licensing and copyright laws.
- Classify and store sensitive data securely according to internal procedures.
- Maintain confidentiality obligations during and after employment.
- Report any suspected breaches of confidentiality immediately.

05

## We use Artificial Intelligence (AI) wisely.

### We:

- Only use Company-approved AI tools for business purposes.
- Never input confidential, proprietary, or personal data into AI models without consent.
- Independently verify AI-generated outputs for accuracy and bias before use.



# Ethical Business, Compliance and Integrity

We build trust through integrity, transparency, and fair business practices. This chapter sets expectations for conflicts of interest, anti-corruption, fair competition, and responsible sponsorships.

01

## To prevent personal interests from influencing business decisions.

### We:

- Act with integrity and professionalism in all business activities
- Identify potential conflicts early, including situations where personal, financial, or family relationships may affect objectivity.
- Make decisions objectively and impartially, always prioritizing the best interests of the Company.
- Do not seek personal or financial gain from Company resources, positions of authority, or confidential information.
- Avoid external or competing business activities that could compromise loyalty or performance.
- Support an open and ethical culture by reporting any observed or suspected conflicts of interest.

02

## We have zero tolerance for corruption, bribery, or un- ethical behavior.

### We:

- Ensure business activities are transparent and lawful, and follow anti-corruption and anti-money laundering laws.
- Do not offer, give, request, or accept anything of value that could improperly influence business decisions or create obligations.
- Keep accurate and transparent financial records and follow anti-corruption laws and regulations in the locations where we operate.
- Perform due diligence on clients, suppliers, and partners, and raise concerns if something seems unethical or unclear.
- Allow only reasonable, transparent, business-related gestures that avoid conflicts of interest.

03

## To support communities responsibly.

### We:

- Succeed through quality, innovation, and client focus, and do not use unfair practices.
- Provide accurate and truthful information to clients and partners.
- Treat competitors with professionalism and avoid false or negative statements.
- Do not seek unfair advantage through manipulation or misuse of information.
- Follow competition laws and act ethically and lawfully in all operations.
- Avoid anti-competitive behavior, including price fixing, bid rigging, or market division.

04

## To compete fairly.

### We:

- Support initiatives that promote community well-being and align with our values.
- Keep sponsorship activities transparent and properly documented.
- Ensure accountability through evaluation and ethical decision-making.
- Perform due diligence on supported organizations and avoid sponsorships linked to political, religious, or unethical activities.
- Prioritize community and environmental initiatives that advance education, health, sustainability, and social responsibility.
- Avoid undue influence. Ensure sponsorships serve genuine social purposes and do not create obligations or business advantages.

# Client and Supplier Relationships

Strong partnerships are built on trust, transparency, and professional excellence. We aim to deliver consistent value while acting responsibly with clients and suppliers.



01

## To support clients' success, we:

- Protect client data, deliver consistent services, and meet commitments with accountability.
- Understand client goals and shape data-driven solutions that bring clarity, impact, and strategic growth.
- Communicate honestly and transparently by providing clear information, addressing issues openly, and building trust through integrity.
- Act ethically and responsibly by avoiding conflicts of interest, exercising professional judgment, and upholding professional integrity.
- Build long-term partnerships by supporting clients' growth and maintaining collaboration and reliability.

02

## To select suppliers fairly and responsibly, we:

- Apply objective criteria and evaluate suppliers based on price, quality, capability, and compliance to ensure fair and consistent selection.
- Choose suppliers who uphold high ethical standards, promote fair competition, and comply with laws and anti-corruption principles.
- Treat all suppliers equally and conduct evaluations with honesty, integrity, and impartiality.
- Disclose any personal or family connections that could create conflicts of interest, and remain impartial in decision-making.
- Support responsible procurement by prioritizing suppliers committed to sustainability, fair labor, and ethical business practices.
- Create fair terms, protect intellectual property, and meet financial commitments responsibly.
- Build partnerships based on trust, collaboration, integrity, and shared long-term success.

At Scandic Fusion, ethics and trust are not optional. They protect our people, our clients, and our reputation. Each of us plays a role in living this Code through the choices we make, the way we communicate, and how we respond when something does not feel right.

If you are unsure about what to do, or if something does not align with this Code, we encourage you to speak up early so it can be handled responsibly.

We take all concerns seriously, handle them confidentially, review them promptly and fairly, and do not allow anyone to be treated unfairly for raising a concern in good faith.

In line with the principles set out in this Code of Conduct, the Company is committed to fostering a culture of integrity, accountability, and responsible business conduct. Any violations of this Code may result in disciplinary action in accordance with the employment agreement, Company policies, and applicable laws and regulations. Depending on the severity of the violation, measures may include warnings, restricted access, suspension, termination of employment or cooperation, and potential legal action.

Thank you for doing your part to keep Scandic Fusion a safe, fair, and trustworthy place to work and collaborate.

You can reach out to your

Project Manager • Career Buddy • Human Resources

For data protection or privacy-related inquiries, please contact

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gdpr@scandicfusion.com




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