

Catella Group Supplier Code of Conduct

1. We take responsible business seriously

It is important for Catella to develop and maintain strong business relationships with partners and suppliers who are committed to similar ethical standards. Our supplier Code of Conduct sets clear standards and expectations with which we expect all companies providing products and/or services to any Catella Group companies (“Suppliers”) to comply with. This includes Suppliers’ employees, consultants, and subcontractors.

We expect Suppliers to monitor their compliance with this Code on a regular basis. If requested, Suppliers shall provide Catella Group with relevant information and/or data to verify its compliance. Failure to comply with the standards and expectations set out in this Code may result in Catella Group reviewing and potentially ending the relationship with the Supplier.

2. Our commitment to responsible business conduct

Being a responsible business means respecting and supporting international standards on human rights, labour conditions, the environment, anti-corruption, and governance. We have chosen to follow several international declarations, conventions, standards, and guidelines. These include the United Nations’ Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the UN Principles on Responsible Investments (UNPRI), the OCED Guidelines for Multinational Enterprises, the UN Global Compact and the Fundamental Conventions of the International Labour Organization (ILO). Respecting the principles concerning fundamental rights at work in the eight ILO conventions as set out in the Declaration on Fundamental Principles and Rights at Work. This includes (a) freedom of association and the effective recognition of the right to collective bargaining (b) the elimination of all forms of forced or compulsory labour; (c) the effective abolition of child labour; (d) the elimination of discrimination in respect of employment and occupation; and (e) a safe and healthy working environment. Where Catella is proven to have caused or contributed adverse impacts on individuals, workers, and communities we commit to remediation through legitimate processes as considered appropriate.

3. Complying with applicable laws

We are committed to being compliant with applicable laws and regulations and we expect the same from our Suppliers. Where local laws and regulations are stricter and do not stand in conflict with each other, the highest standard shall apply.

Human rights and fair working conditions

We expect our Suppliers to respect and comply with recognised human and labour rights such as outlined above. We do not accept human trafficking, forced, bonded, indentured labour or any labour linked to any form of threat or punishment. Work must be conducted solely on a voluntary basis.

Working weeks are not to exceed the maximum set out by local law. Compensation paid to workers shall comply with applicable wage laws, including minimum wage, overtime, and legally mandated benefits.

Suppliers must respect workers right to associate fairly and to communicate openly regarding working conditions without fear of reprisal, intimidation, and harassment. Workers shall have the rights to join unions and seek representation in accordance with local law.

Child labour

Child labour is not tolerated. According to Article 1 of the UN Convention on the Rights of the Child, a child means every human below the age of 18 unless local applicable law states otherwise. Work that is dangerous or harmful to the health, safety or social and mental development of children must not occur. Work shall not prevent children from going to school. Employees under the age of 18 must be protected from dangerous work tasks that pose risks to health and safety, such as night work. Specific regulations and requirements and/or applicable collective agreements with reference to employees under the age of 18 must be complied with.

Health and safety

Suppliers shall ensure a healthy and safe working environment in accordance with internationally recognised standards. Suppliers shall try their best to prevent hazards and take precautionary measures to prevent accidents and occupational risks. Suppliers shall ensure that workers receive adequate and regular health and safety training. This includes that suppliers must have procedures in place for emergency situations as they must be handled in a way that minimises harm to life, environment, and property.

Diversity, equality, inclusion, and non-discrimination

Suppliers shall recognise and uphold the human rights of workers. We do not tolerate any form of bullying, harassment, or discrimination. We expect Suppliers to have fair hiring and employment practices. They shall ensure that no discrimination takes place based on ethical or social background, religious belief, political opinion, union affiliation, sexual orientation, disability, family status, gender, or age.

Business Ethics & Governance

Catella is committed to conducting business with integrity, honesty, and legal compliance. Furthermore we believe in fair and transparent competition. We expect the same of our Suppliers.

We consider improper payments to include below definitions:

- Corruption is the false use of power for private gain, typically involving bribery
- Bribery is the offering, giving, authorizing, requesting, or receiving of financial, any item of value or other advantage as means of influencing the actions of a person
- Financing of corruption is the payment made to a third party – such as an agent, partner, vendor, or consultant – who uses it (or part of it) for a corrupt activity
- Facilitation payments are payments offered or made to a public official to secure or speed up a process or approval necessary by a government or public official

Suppliers shall ensure that they or any associated persons do not engage in any form of improper payments.

Gifts & hospitality

Suppliers shall ensure that gifts and hospitality are reasonable and always support a clear business objective. They may never be used to influence or sway a business relationship and/or decision.

Conflict of Interest

The Supplier shall ensure that decisions are taken independently of private interests or divided loyalties. We expect suppliers to inform us if a situation arises that could involve conflict of interest affecting Catella Group.

Public officials

Engaging with public officials is an important part of our business, as they oversee decisions that concern city development, granting permits and other issues that affect our business. We therefore hold ourselves to high ethical standards when working with public officials or people with political ties and expect the same of our Suppliers.

Anti-money laundering (AML) and Counter Terrorist Financing (CTF)

Money laundering and terrorist financing are activities that threaten the integrity and stability of the international financial system. Catella Group and its Suppliers are responsible to prevent them from being used to facilitate the movement of criminal proceeds or the transfer of funds destined to finance terrorism. Suppliers shall be committed to identifying and managing the money laundering and terrorist financing risks that they are exposed to, and to take the proportionate measures required to manage these risks across all jurisdictions in which it operates.

Confidentiality

We expect our Suppliers to treat our agreements and information with a high degree of care and confidentiality.

Environment

We only have one planet, and we as a company and individuals need to look after it. We are the sustainable investment partner – together building the link between property and capital, and as such have a strong impact on the environment. We need to take responsibility for, track and measure our carbon footprint. As well as being compliant with current and relevant EU legislation. We expect the same of our Suppliers and that we shall collaborate on finding the best solutions together, including how to meet environmental legislation and requirements. Suppliers shall continuously prevent and mitigate climate and environmental risk as well as identifying opportunities for improvement and change, as well as contribute to sustainable social development in general.

Privacy, information, and data protection

We shall always protect our information through integrity, confidentiality, and availability.

We expect our suppliers to do the same respecting the right to privacy and to handle personal data and confidential information responsibly.

Suppliers shall comply with applicable data protection laws and regulations when personal data and information is collected, stored and processed or transferred. We also expect our Suppliers to safeguard confidential information from unauthorized disclosure or misuse.

4. How to report a concern – Whistleblower function

We want to encourage a culture of openness where we look after each other's well-being and the interests of the Group and our Suppliers. A suspected breach of this Code, laws or regulations is expected to be reported. An anonymous report can be filed through the whistleblower function which is available through the Catella website.

If something seems fishy or does not feel right – blow the whistle!

- Act swiftly if you suspect or have witnessed non-compliance of the Code, laws or regulations
- You will be protected against reprisals, and we do not accept retaliation
- Your anonymity will be safeguarded
- All concerns are taken seriously

How to use the whistleblower function:

To safeguard your anonymity, the function is provided by an external and independent provider. The reporting channel is both encrypted and password protected. You do not need to provide your identity if you do not wish to. However, note that it is easier to track and find out more about the issue that you are flagging if you do share who you are. Rest assured that your identity always will be treated confidentially.

You don't need to have proof of your suspicion, but accusations must be made without malicious intent or knowing that the accusation is false. It is important that you describe all the facts in the case, including the circumstances you believe are less important. Please develop your statement carefully and attach everything that could be relevant.

Submit your whistleblower here: [Whistleblowing - Home \(2secure.se\)](https://wb.2secure.se/) or type in <https://wb.2secure.se/wbui/> and fill in the company code: fgo629 (three letters three numbers)

You can choose from a variety of languages, so choose the one you feel the most comfortable with.

Who will receive the report?

All reports filed through the function will be received and handled by 2Secure. They have long-term experience of investigations and have global capacity if needed. You will stay anonymous unless you approve otherwise. You can also choose to stay anonymous within 2Secure. They will work in consultation with Catella's Whistleblower Committee.

Feedback

Rest assured that all reports will be investigated regardless. You will receive a confirmation within seven days and your case will be dealt with within three months.



More information is available in the Whistleblower Policy available on our website.

Questions & Guidance

Should our suppliers have any questions or concerns about the Supplier Code of Conduct, they can reach out to their local entity contact.

Contact person(s):

Head of ESG

Revisions

DATE:	VERSION, CHANGES MADE AND NAME OF PERSON WHO MADE THEM
2023-08-17	Version 1.0, Created policy, Head of ESG
2024-05-22	Version 1.1, New contact person, Shauna Mehl, Head of ESG (shauna.mehl@catella-investment.com)