

CODE OF CONDUCT - EXTERNAL

ICU Scandinavia AB is committed to conducting business responsibly and sustainably, with respect for people, the environment, and long-term business relationships.

We work together with our suppliers and business partners to promote high standards in working conditions, quality, environmental responsibility, information security, and ethical business practices. We believe that long-term partnerships built on trust, transparency, and continuous improvement create value for all stakeholders.

This Code of Conduct is based on the Ten Principles of the United Nations Global Compact. It reflects our commitment to responsible business conduct across all operations and throughout our supply chain.

Suppliers are expected to ensure that relevant subcontractors and business partners acknowledge and apply the principles of this Code of Conduct.

Laws and regulations

ICU Scandinavia AB, its cooperation partners and suppliers shall comply with all applicable national laws, regulations, and relevant industry standards in every country where they operate.

Quality and Measurement Assurance

We encourage suppliers to maintain effective quality management practices that support consistent quality, compliance, and continuous improvement. Measurements, inspections, and testing should be performed using appropriate methods, competent personnel, and suitably controlled equipment. Suppliers are expected to maintain reliable and traceable quality records, address nonconformities in a timely manner, and continually improve the effectiveness of their quality-related activities.

Labour & Human Rights

We expect our business partners to uphold internationally recognized human rights and maintain workplaces where employees are treated with dignity, respect, and fairness. This includes ensuring that child labour, forced labour, human trafficking, discrimination, and harassment do not occur.

Health and Safety

Suppliers and business partners are expected to promote a safe and healthy working environment and work proactively to prevent accidents, injuries, and work-related ill health. We encourage a culture of continuous improvement, awareness, and shared responsibility for health and safety.

Environmental Responsibility

We encourage our business partners to operate in an environmentally responsible manner and to actively contribute to sustainable development. By promoting efficient use of resources, reducing environmental impacts, and considering environmental aspects in

decision-making, suppliers play an important role in creating long-term value for both society and future generations.

Suppliers and business partners are expected to comply with applicable environmental legislation and work towards continuous improvement of their environmental performance.

Business Ethics

We expect all business activities to be carried out with integrity, transparency, fairness, and respect for applicable laws and ethical standards. This includes a commitment to preventing bribery, corruption and conflicts of interest.

We expect full transparency in commercial activities and not disclosure of any confidential info. This is part of our commitment with all international companies we are working with.

We expect that the remitter counteracts all forms of financial crime.

External stakeholders are encouraged to promote a culture where concerns can be raised without fear of retaliation.

Information Security

Suppliers shall implement appropriate measures to protect information, systems, and data against unauthorized access, loss, alteration, or disclosure.

Where products or services include software, digital systems, monitoring solutions, or cloud-based services, suppliers are expected to ensure that information and records remain accurate, reliable, traceable, and fit for their intended purpose. Appropriate processes should support the confidentiality, integrity, and availability of information, while managing changes, maintaining data quality, and safeguarding business-critical information throughout its lifecycle.

Implementation

Suppliers and business partners are encouraged to communicate the principles of this Code throughout their organization and supply chain. Relevant employees should be informed and, where appropriate, provided with training to support understanding and implementation.

Compliance

We believe responsible business practices are built through collaboration, transparency, and continuous improvement. Suppliers are encouraged to apply the principles of this Code throughout their operations and be prepared to demonstrate their implementation when requested.

Where improvement opportunities are identified, we aim to work together to find constructive solutions that support long-term and sustainable business relationships.

Commitment

By accepting this Code of Conduct, the supplier/business partner confirms its commitment to comply with these principles and to promote responsible business practices throughout its operations and supply chain.

Suppliers and business partners should be able to demonstrate how these principles are applied within their operations when requested.

Sten Drakenberg, CEO

Approval of ICU Scandinavia AB's Code of Conduct

Company name:	
Date:	
Name:	
Position:	
Signature:	