Code of Conduct for Suppliers

CA FASTIGHETER AB (PUBL)





CA Fastigheter AB (CA) is a family-owned real estate company with a strong focus on the long term. Our Supplier Code of Conduct outlines the requirements we place on suppliers and business partners toensure responsible conduct.

Sustainable development is a central part of CA's operations. Through close collaboration with oursuppliers, we work to achieve good social and environmental conditions and contribute to the UN's Sustainable Development Goals.

The Supplier Code is based on the UN Global Compact's ten principles regarding human rights, labor standards, the environment, and anti-corruption. It has been established by CA's management and is reviewed regularly.

Scope
The term "suppliers" refers to all types of suppliers of products and services, such as contractors, agents, and consultants. The supplier must comply with this Code Of Conduct and strive to meet its requirements within its own organization, as well as actively work to ensure compliance with the Code among any subcontractors.

The requirements applicable to employees cover all persons under the supplier's supervision, regardless of the form of employment or whether the workforce is temporary or hired through intermediaries.

Supplier Certification
The Code is accepted when the supplier completes CA's self-assessment. CA reserves the right to monitor compliance with the Supplier Code. By accepting the Code, the supplier agrees that audits may be conducted to ensure that the requirements are met.

Suspected irregularities can be reported anonymously via CA's whistleblower channel on our website.

If the supplier deviates from the terms of the Supplier Code and fails to implement improvements within the agreed timeframe, the business relationship may be terminated.

Responsibility and Communication
The supplier is expected to work toward continuous improvement in relation to the requirements of the Supplier Code and must have procedures in place to ensure that subcontractors meet these requirements. The supplier must also ensure that all employees receive relevant information about the Supplier Code or equivalent guidelines related to their roles and responsibilities.

Laws, Regulations, and Other Requirements
The supplier must comply with all applicable laws, regulations, rules, standards, and collective bargaining agreements relevant to its operations. In addition, the supplier must hold all necessary permits, licenses, and registrations for its operations.

Business Ethics
The supplier must act in accordance with good business practices and maintain high ethical standards. Corruption, bribery, money laundering, and anti-competitive practices are prohibited.

Anti-Corruption
CA has a zero-tolerance policy toward corruption and the giving or receiving of bribes, and imposes the same requirements on its suppliers. Hospitality and gifts must be characterized by transparency and moderation. CA does not accept benefits being offered to CA employees
or representatives for the purpose of influencing the business relationship. Hospitality must always have a natural connection to the business.

Information Management
Confidential information concerning CA or our customers may only be used for its intended purpose and must be handled responsibly. The information must not be sharedwith unauthorized parties.



Tax Matters
The supplier must comply with all applicable tax laws and regulations in the countries where it conducts business. This includes the accurate reporting and payment of taxes, fees, and social security contributions. The supplier must also ensure that no measures are taken to evade taxes through illegal methods, such as tax evasion or aggressive taxplanning. Transparency in tax management is a fundamental principle.

Work Environment and Safety
The work environment must comply with applicable laws and agreements and be safe from physical, psychological, and social perspectives. The supplier must work systematically on work environment issues and continuously strive for improvements. All legally required permits and training must be in place. All employees must be informed of any health and safety risks relevant to their work.

Terms of Employment
All employees must have written employment contracts in a language they understand. Working hours, including any overtime, must not exceed the maximum working hours specified in applicable laws and regulations. Wages must be paid regularly, directly to the employee, in full, and on time.

Human Rights and Respect for Human Dignity
The supplier must respect internationally recognized human rights and must not cause, contribute to, or through its operations contribute to any negative impact on these rights. All employees and business partners must be treated fairly, equally, and with respect for the equal value of all people.

The supplier must respect employees' right to organize in labor unions and to participate in collective bargaining without risk of punishment, threats, or harassment. Child labor is prohibited. No employee may be younger than 15 years of age. All work must be performed voluntarily and must not be associated with threats, coercion, or punishment.

The supplier must actively prevent all forms of harassment, corporal punishment, unfair disciplinary measures, psychological or physical coercion, verbal or sexual harassment, and other abuses. All employees must be treated with respect and dignity. Diversity and equality must be promoted.

Environmental Impact
The supplier must conduct its operations in an environmentally responsible manner and comply with applicable environmental legislation. The precautionary principle must serve as a guide, and environmental efforts must be characterized by a long-term perspective and a holistic approach.

Environmental considerations should be integrated into all decision-making processes, and the supplier must continuously work to improve environmental measures. Preventive measures must be taken as soon as there is a risk that an activity could harm the environment or human health.

The supplier must actively work to:
- **Reduce emissions** to air, soil and water
- **Improve the efficiency of energy and resource use**
- **Manage waste responsibility,** particularly hazardous waste, in accordance with applicable regulations
- **Minimize risks to society and the environment associated with the use of chemcial products**

There must be a system for environmentally sound waste management that promotes recycling and reuse. In new construction, renovation, and expansion projects, environmental considerations must be taken into account when selecting materials.

Procurement
In addition to the general environmental requirements in this code, the supplier must also comply with all specific environmental requirements set forth in connection with the procurement.

This means that the supplier must:
- Carefully review and understand all environmental conditions in the procurement documents
- Ensure that these requirements are implemented in their own operations and throughout the supply chain
- Document and be able to demonstrate how the requirements are met during follow-up or audits
- Take corrective action as needed if nonconformities are detected

The supplier is also expected to work proactively to exceed the minimum requirements and contribute to CA's long-term sustainability goals.