

## **EVAC CODE OF CONDUCT**

### **PREWORDS FROM CEO**

This Code of Conduct -document is designed to guide and remind us of all the key principles on how to act with high integrity in our business. Over the years Evac has developed a very strong brand name and reputation in its markets and we must always act ethically and with integrity to protect our reputation.

I encourage you to read the document carefully and take a moment to reflect your own actions and behaviours. If you ever find yourself in a situation doubting how to act according to the Code of Conduct, do not hesitate to ask support from your supervisor or a member of Group Management Team. By bravely speaking up on issues related to the Code of Conduct it shows your integrity and that you care about our company and your colleagues.

Tapio Kolunsarka

CEO & President, Evac Group

## EVAC VISION AND PURPOSE

Evac's vision is to become the beacon of sustainability in innovative water and waste technologies both on land and sea. The vision creates a strong foundation for our way of doing business and meeting our customers' expectations.

Our purpose statement calls us to unleash the potential of Evac ingenuity to enable a future with no waste. The key lever to achieve this is to continuously improve environmental performance of our solutions through product and service innovation. As the globally leading company in our field, we are committed to continuous actions to minimize our own impact on the environment while enabling our customers to improve the environmental performance of their operations.

Our shared ambition, drive and strategy is captured in our brand promise – Nothing to waste.

As an employee, you are expected to

- familiarize yourself with the sustainability topics and take the approach into consideration in everything you do at Evac

## PROFESSIONAL BUSINESS RELATIONS

Evac wants to be regarded as a professional business partner and will only deal with reliable suppliers and partners. Evac prefers long-term relationships.

- Evac does not tolerate any form, direct nor indirect, of bribery or similar unethical influence and shall never offer, solicit or accept a bribe in any form
- Evac's employees and business partners shall comply with anti-bribery laws and regulations

➤ Link to [Evac anti-bribery and anti-money-laundering policy](#)

## CONFIDENTIALITY AND TRUST

Evac's and its business partners' non-public information must be kept secret and protected against unauthorized access.

As an employee,

- you should observe and comply with confidentiality obligations in your everyday work

➤ Link to [Evac group confidentiality policy](#)

## FAIR COMPETITION

Evac competes fairly within the framework of applicable competition laws in all markets. Evac refrains from entering into or carrying out illegal information exchanges, practices or agreements with competitors such as fixing prices, dividing territories or allocating customers, suppliers or other business partners. Evac will only

gather competitor information in a fair manner and from legally available sources. All Evac business partners shall comply with applicable antitrust laws and the abovementioned principles.

As an employee, you should

- observe and comply the requirements of fair competition in your everyday work
  - Link to [Evac competition law compliance policy](#)

## CONFLICT OF INTEREST

Evac's employees must avoid situations where employees' private interests conflict with the interests of Evac.

As an employee,

- you should not hold any position in any entity which Evac has or is likely to have a business relationship with or which Evac competes or may compete with
- you are obligated to inform your relevant supervisor of any potential situation where you or your family member is suspected to have any conflict of interest with Evac's business

## HUMAN RIGHTS AND EQUALITY

Evac builds success on engaged, inspired, and motivated employees. We want to promote their well-being and foster an inclusive and safe culture where we know and trust each other.

Evac respects the principle of equal opportunity and equal treatment without regard to gender, ethnic or national origin, age, religion, political opinion or social status.

Evac respects and complies with internationally acknowledged human rights and will not accept use of forced labor or child labor. Evac does not accept any kind of harassment.

As an employee, you should

- treat your colleagues with courtesy, dignity and respect regardless of gender, race, age and position
  - Link to [Evac diversity and inclusion policy](#)

## PRIVACY AND DATA PROTECTION

During the course of its operations, Evac needs to collect, store, transfer, erase and otherwise process different information concerning its employees, business contacts, customers and other individuals. Evac ensures compliance with relevant local and international laws and regulations governing privacy and data protection.

As an employee, you should

- have a legally valid reason to collect and store personal data and use it only for the purpose which it is collected for

- minimize the collected data and store the data only as long as it is really needed
- comply with local laws and regulations as well as Evac's internal instructions

## INFORMATION SECURITY

In the course of business operations, Evac employees handle confidential business information that is valuable to Evac, its owners and other stakeholders, including customers. All employees shall stay aware of the relevant security risks, actively protect the business data and follow the related procedures and instructions.

As an employee, you should

- learn the risks, policies and practices related to information security
- report potential risks or suspicious activity
  - Link to [Evac information security policy](#)

## ENVIRONMENT

Evac strives to safeguard our planet for current and future generations by providing innovative solutions that advance the circular economy and help conserve life below water. We are conscious of our consumption of resources as well as our emissions to the environment, and we take actions that will reduce the environmental footprint of our own operations.

As an employee, you should

- be aware of and try to minimize the environmental consequences of your actions
  - Link to [Evac ESG policy](#)

## HEALTH AND SAFETY

Health and safety are at the core of caring for the well-being of our employees. We work together for safety to enable a safe working environment for all of us at Evac.

As an employee, you should

- comply with Evac's health and safety policies
- not distribute, use or work under the influence of drugs or alcohol at workplace
  - Link to [Evac health and safety policy](#)

## INTELLECTUAL PROPERTY RIGHTS

Evac's offering is based on high-tech products and solutions. Evac holds related intellectual property rights such as product and manufacturing information, research and development information, patents, trademarks and similar intellectual property. Unauthorized use or sharing of Evac's intellectual property can cause significant harm and damage to Evac.

As an employee, you should

- protect Evac's intellectual property rights
- not disclose Evac's intellectual property to any unauthorized third person or organization
  - Link to [Evac IPR policy](#)

## TRADE COMPLIANCE

Evac is committed to complying with all applicable sanctions and export control regulations, including those adopted by the United Nations, European Union, the United Kingdom, and the United States as well as all countries in which Evac operates. These laws impose prohibitions, restrictions, and license requirements on transactions with specific countries, entities, and individuals as well as on the exports and imports of specific types of commodities.

As an employee, you should

- acquaint yourself and comply with Evac's Trade Compliance Policy and sanctions screening process
  - Link to Trade Compliance Policy: [Policies \(sharepoint.com\)](#)

## WHISTLEBLOWING

Evac wants to maintain openness and trust in its operations, and is committed to conduct business ethically, with integrity and in accordance with applicable laws, regulations, this Code of Conduct and the company's values. Evac wants to prevent misconducts and unethical behaviour and therefore encourages everyone to report any suspected misconducts or unethical behaviour in Evac's operations. Evac has established the whistleblowing channel to support that objective.

As an employee, you should

- address any suspected misconducts or unethical behaviour in Evac's operations primarily with your supervisor or manager in Evac organization, but if you feel that you cannot report under your own name, you can also report anonymously through the whistleblowing channel
  - Link to [Evac whistleblowing channel policy](#)