

Evac Group Oy

Evac Group Code of Conduct



Table of Contents

Table of Contents.....	2
Preamble from the CEO.....	3
1. Evac vision and purpose.....	3
2. Professional business relations	3
3. Confidentiality and trust.....	4
4. Fair competition	4
5. Conflict of interest	4
6. Human rights, equality and labour standards	4
7. Privacy and data protection	5
8. Information security	5
9. Environment.....	6
10. Health and safety	6
11. Intellectual property rights.....	7
12. Trade compliance	7
13. Whistleblowing.....	7
14. Review and follow-up	8
Revision history	9

Preamble from the CEO

Evac Code of Conduct is an essential cornerstone of how we conduct our business. It is an ethical, moral and legal compass that guides our behaviors and serves as guardrails in our daily business operations.

Ethical business is critical in becoming the beacon of sustainability in our industries. By following the Code of Conduct, we also contribute to making Evac Group a great place to work. I encourage you to read the document carefully and take a moment to reflect your own actions and behaviors. 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 any senior leader at Evac Group. 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.

Björn Ullbro,
Chief Executive Officer, Evac Group

1. 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 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.

Evac's values complement the vision, purpose and brand promise. The values are (i) in it for the customer, (ii) committed to quality, (iii) finding success in collaboration and (iv) never settle for less.

Each employee, director and member of the Board of Directors at Evac must understand and comply with this Code of Conduct. Managers should ensure by, e.g., regular trainings that their teams fully understand and are expected to comply with the standards and requirements stipulated in the Code of Conduct.

We also expect our partners to comply with similar principles as set out in this Policy.

2. 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, directors and business partners shall comply with applicable anti-bribery, anti-money laundering and anti-terrorist financing laws and regulations.

→ Evac Group Anti-bribery, anti-money laundering, anti-corruption and anti-fraud policy

3. Confidentiality and trust

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

As an employee or director, you should observe and comply with confidentiality obligations in your everyday work.

→ Evac Group Confidentiality Policy

4. 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 or director, you should observe and comply with the requirements of fair competition in your everyday work.

→ Evac Group Competition Law Compliance Policy

5. Conflict of interest

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

As an employee or director,

- (i) 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; and
- (ii) you are obligated to inform your supervisor of any potential situation where you or your family member is suspected of having any conflict of interest with Evac's business.

6. Human rights, equality and labour standards

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, sexual orientation, disability, social status or other such characteristics. Evac has zero tolerance for discrimination and harassment.

Evac respects and complies with internationally acknowledged human rights and will not accept use of forced labour or child labour.

Evac ensures its compliance with applicable law, collective bargaining agreements and relevant international labour standards as regards working hours, wages and benefits.

Evac respects its employees' right to organise themselves, join or not join associations and trade unions, and collectively bargain with Evac. Where needed, Evac seeks to facilitate other forms of worker representation.

Evac is committed to providing health insurance, living wage and social benefits (and certain extended income security in accordance with local regulation).

Evac is committed to respecting human rights in accordance with the UN Guiding Principles on Business and Human Rights (UNGPs). Evac also draws guidance from the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct.

→ Evac Diversity Policy

→ Evac Group Human Rights Policy

7. 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 or director, you should

- (i) have a legally valid reason to collect and store personal data and use it only for the purpose which it is collected for;
- (ii) minimize the collected data and store the data only as long as it is really needed; and
- (iii) comply with local laws and regulations as well as Evac's internal instructions.

→ Evac Group Data Protection Policy

8. Information security

Evac is committed to maintaining a high level of information security awareness. Evac ensures that its IT security arrangements are appropriate to the requirements of the information assets concerned and that effective governance and management practices are in place to manage risk, monitor compliance, and respond to incidents.

In the course of business operations, Evac employees and directors handle confidential and sensitive information that is valuable to Evac, its owners, customers, and other stakeholders. All employees and directors are responsible for staying aware of relevant information security risks, actively protecting business data, and complying with applicable policies, procedures, and instructions.

As an employee or director, you are expected to:

- (i) understand and follow Evac's information security policies and practices;
- (ii) immediately report suspected security incidents, data breaches, or suspicious activity; and
- (iii) complete required information security awareness training.

→ Evac Information Security Policy

9. Environment

Evac Group has been a pioneer in sustainable technologies and solutions for decades. Today, we are the world's leading provider of integrated water and waste management, corrosion protection, and marine growth prevention systems for the maritime industry. We are also a trusted partner for our growing customer base on land. We contribute to a better environment and cleaner seas by helping our customers eliminate waste, conserve water, and reduce emissions. Together with our customers and partners we strive for a future with no waste.

We acknowledge that our operations and our value chain have an impact on our planet. We work continuously towards better environmental performance as required by our ISO 14001 environmental management systems certification.

As an employee or director, you should

- (i) be aware of our environmental policy and try to minimize the negative environmental consequences of your actions; and
- (ii) use resources efficiently – reuse and recycle and choose renewable materials over non-renewable materials whenever possible.

→ Evac Group Environmental Policy

10. 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 well as to safeguard the well-being of our contractors, partners, customers and other stakeholders.

As an employee or director, you should

- (i) comply with Evac's health and safety policies, safety rules and guidelines;
- (ii) contribute to a positive safety culture; and
- (iii) report all incidents, near misses and unsafe situations or acts, and take actions to prevent recurrence.

→ Evac Group Occupational Health and Safety Policy

11. 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 or director, you should

- (i) protect Evac's intellectual property rights; and
- (ii) not disclose Evac's intellectual property to any unauthorized third person or organization.

→ Evac IPR Policy

12. 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 or director, you should acquaint yourself and comply with Evac's Trade Compliance Policy and sanctions screening process.

→ Evac Group Trade Compliance Policy

13. 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 a whistleblowing channel to support that objective.

As an employee or director, 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.

Evac Group does not retaliate against the whistleblower or any other person, nor does it prevent or try to prevent anyone from reporting.

→ Evac Group Whistleblowing Channel Policy

14. Review and follow-up

Compliance with the Code of Conduct will be monitored through internal audits, and routine follow-ups of all reported matters. The Group also keeps track of the annual completion rate of the code of the conduct training. The Code of Conduct is reviewed on an annual basis.

Revision history

REV. NO.	DESCRIPTION	AUTHOR	APPROVER	APPROVAL DATE	EFFECTIVE DATE
1	First release	Sampo Kättö	CEO	23 June 2022	23 June 2022
2	Amendments	Sampo Kättö	CEO	29 June 2023	29 June 2022
3	Amendments	Sampo Kättö	The Board of Directors of CAVE BidCo Oy	23 Sep 2026	1 Oct 2026



Fresh water
generation



Vacuum
systems



Wastewater
treatment



Wet waste
treatment



Dry waste
treatment



Marine growth
prevention



Corrosion
protection

Evac is the world's leading provider of integrated water and waste management systems, as well as corrosion-protection systems for the marine, offshore, and building industries. With offices across four continents and representatives in more than 70 countries, we are close to our customers wherever they are. We contribute to a better environment and cleaner seas by helping our customers eliminate waste, conserve water, and mitigate emissions. Our ambitious target is to enable a future with no waste.

Read more about our solutions
[evac.com](https://www.evac.com)

evac
nothing to waste

Innovative water and waste
technologies on land and sea
driving a future with no waste.