

CODE OF CONDUCT

The Code of Conduct is adopted by the Board of Directors of S Ahlén Medical Nordic AB (SAM Nordic) and outlines our commitment to environmental, social, and economic sustainability. We expect our suppliers and partners to embrace these values and actively work towards compliance both within their organisations and across their supply chains.

General

It is vital for us at SAM Nordic to build lasting relationships with our employees, customers, suppliers, partners, and others affected by our operations. We want to conduct our business in a way that promotes sustainable development while ensuring that our partners, suppliers, and their sub-suppliers provide us with goods and services produced under sustainable and responsible conditions.

We expect that suppliers and partners who sign SAM Nordic's Code of Conduct do their utmost to meet the requirements within their own organisations and across the supply chain. This should be done through dialogue, transparency, and open collaboration between SAM Nordic and the supplier, benefiting both parties.

Legal Requirements

Suppliers and partners are required to comply with all local laws and regulations in the countries where they operate. In case of any conflicts between the requirements in this Code of Conduct and local laws or provisions, local regulations shall take precedence over the Code of Conduct. SAM Nordic's suppliers must promptly inform SAM Nordic if they become aware of any such conflict.

SUSTAINABLE BUSINESS

Environment

Suppliers and partners must conduct their operations with due consideration for the environment and adhere to local and national environmental legislation. They should establish routines for identifying, measuring, and mitigating their environmental impact, striving for continuous improvement by minimising resource consumption and emissions.

A life-cycle perspective on products and services should be adopted, along with the establishment of environmental requirements for subcontractors.

Suppliers and partners should:

- Reduce the use of virgin raw materials through continuous optimisation of material use, increased recycling and reuse, minimisation of waste, and by offering solutions aligned with a circular economy.
- Do not use raw materials from species listed in CITES or those classified as critically endangered, endangered, or vulnerable on the IUCN Red List of Threatened Species.
- Control and evaluate the use of chemicals. Where applicable, substitutions and/or alternative processes are implemented to reduce risks to health and the environment and improve resource efficiency.
- Store, handle, transport, and dispose of waste in a manner that protects the health of workers, people in surrounding communities, and the environment.
- Promote efficient water-use strategies where applicable.
- Reduce or eliminate emissions that pose a risk to health and the environment.

Business Ethics

Our suppliers and partners must conduct their activities with the utmost business ethics, refraining from corruption, bribery, money laundering, or any unauthorised restrictions on competition. Any gifts or favours exchanged should be transparent, moderate, and naturally connected to the business relationship. Employees receive regular, documented training in business ethics, and this training will be repeated for new or reassigned employees.

Compliance and Monitoring

By signing this Code of Conduct, suppliers and partners agree to potential compliance inspections conducted by a third party or by us. Anyone suspecting deviations from the Code should report them to the SAM Nordic CEO, with the option to remain anonymous. Failure to address Code of Conduct violations within the agreed-upon timeframe may result in termination of business cooperation.

The Code of Conduct is based on the following internationally approved regulations and should be followed by suppliers and partners of SAM Nordic:

- UN Universal Declaration of Human Rights (1948).
- International Covenant on Civil and Political Rights (ICCPR).
- International Covenant on Economic, Social and Cultural Rights (ICESCR).
- The ILO's eight core conventions Nos. 29, 87, 98, 100, 105, 111, 138 and 182
- UN Convention on the Rights of the Child, Article 32.
- The worker protection and work environment legislation that applies in the country of manufacture.
- The labour law, including minimum wage legislation, and the social security protection applicable in the country of manufacture.
- The environmental protection legislation that applies in the country of manufacture.
- UN Convention against Corruption.
- Worker rights that apply in the country of manufacture for partners and the country of operations for suppliers.
 - Freedom of association and the right to collective bargaining are respected.
 - Employment is freely chosen.
 - Child labour must not be used.
 - No discrimination is practised, and no inhumane treatment is permitted.
 - Working conditions are safe and hygienic.
 - Living wages are promoted.
 - Working hours are not excessive.
 - Regular employment is provided.

Update

Latest update 2026-01-20

This Code of Conduct will be revised as necessary. For further information about SAM Nordic's commitments, please visit our website at www.samnordic.se

Följande handlingar har undertecknats den 19 februari 2026



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Underskrifter

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Isabell Ahlén

isabell.ahlen@samnordic.se
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SAM code of conduct global

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Om detta kvitto

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