

AquaCon

Code of conduct Business partners

(Approved by the Board of AquaCon on February 3rd, 2022)

Our business partners are crucial for AquaCon to realize our mission. Therefore, we have developed this Code of Conduct for Business Partners. It enables us to engage with our Business Partners on sustainability, compliance and integrity issues, and we will only conduct business with companies or individuals that comply with the standards set out in this Code of Conduct

If a Business Partner fails to comply with this Code of Conduct, AquaCon may take corrective measures, including termination of the business relationship

The term “Business Partner” in this document refers to any company, organization or, individual engaging in business with AquaCon.

AquaCon welcomes dialogue about this Code of Conduct and expects all Business Partners to actively address and mitigate non-conformities. Business Partner gives AquaCon the right to audit, at reasonable notice and during office hours, Business Partner’s compliance with the requirements set forth in this Code and agrees to provide all reasonable assistance to AquaCon (and our advisors) for obtaining the required information during such audit.

Legal compliance

- Business Partners shall abide by all applicable laws and regulations that govern their business activities
- Business Partners shall comply with applicable trade sanctions and regulations. AquaCon does not accept any materials or services from persons, entities, governments, or countries if doing so violates applicable sanctions
- AquaCon has a zero-tolerance approach to corruption. Business Partners shall not be involved in any form of bribery, kickbacks or facilitation payments. Business Partners are expected to observe AquaCon’s standards concerning gifts and hospitality involving employees and representatives as included in our Code of Conduct for Employees
- AquaCon promotes and supports fair competition. Our Business Partners shall compete fairly and comply with antitrust and competition laws in the countries in which they operate. Business Partners shall not make agreements or engage in practices that are illegal, such as price-fixing, market allocation or abuse of a dominant position
- We expect our Business Partners to immediately declare any potential conflict of interest before starting a business relationship with AquaCon and/or during the business relationship

Human rights

- Business Partners shall respect laws and regulations regarding wages and working time in the country concerned
- Business Partners shall not engage in child labor
- Business Partners shall support equal opportunities and fight discrimination at the workplace

- Business Partners shall not use corporal punishment or other forms of mental and physical coercion as a form of discipline
- Business Partners shall respect and support the free association of labor and employee rights to join a trade union where allowable by law

Labor practices

- Business Partners shall provide safe and healthy working conditions for its employees
- Business Partners shall continuously strive to minimize accidents and risks
- Business Partners shall provide a working environment that is free from harassment and disrespectful conduct

Environment

- Business Partners shall respect all relevant environmental laws and regulations
- Business Partners shall ensure the efficient and sustainable use of resources and strive to minimize their negative impact on the environment

Product safety

- All products and services delivered to AquaCon shall be safe for their intended use

Supply chain responsibility

- Business Partners shall strive to ensure that the principles of this Code of Conduct including applicable supplements is communicated and fulfilled by their relevant suppliers and partners