



## Code of Conduct Policy

The Flick Anticimex Code of Conduct establishes some key principles that apply to all Flick Anticimex operations and shall guide the behavior of all employees within the Flick Anticimex businesses.

The Code of Conduct supports the Flick Anticimex Values and is supported by the Flick Anticimex policies, procedures and guidelines.

The Code of Conduct is part of the terms of employment at Flick Anticimex.

### Key Principles

The key principles established by the Code of Conduct relate to:

- Personal Conduct of Employees
- Anti-Corruption and Bribery
- Compliance with Competition Laws
- Business Partner Relations
- Workplace Standards
- Corporate Responsibility

If you experience or suspect a breach of the Flick Anticimex Code of conduct please either contact "Speak Up" or inform your supervisor, manager, or the company Ombudsman

A handwritten signature in black ink, appearing to read "Jussi Ylinen".

Jussi Ylinen  
President Pacific Region - Anticimex Group  
Signed: 1 November 2022