

# Rubisco's Code of Conduct

## Introduction

Rubisco's vision is to increase the pace of transitioning to a 100% renewable society and make it easy to choose renewables today. In addition to this, our core values; Good relations, Knowledge, Credibility, and Sustainability; must permeate our business activities to achieve our vision.

Rubisco is the parent company of:

- Energifabriken i Sverige AB,
- Energifabriken i Norge AS,
- Vegoil E.P. AB,
- Ecobränsle i Sverige AB,
- FillnGo i Sverige AB, and
- RE&GO AB.

This Code of Conduct applies to all companies within the corporate group and in this Code, they are all included in the term "Rubisco".

This Code of Conduct outlines the requirements for Rubisco's corporate group and all Rubisco's suppliers to comply with in their business transactions with Rubisco and in its business interactions with their own employees, suppliers and other stakeholders.

In this Code of Conduct, a "Supplier" is any individual or legal entity which provides Rubisco with products, components, materials, or services. The definition of "Supplier" also includes the Supplier's own first tier suppliers, contractors and other business partners participating in the delivery and production of products, components, materials or services to Rubisco.

## General Principles

Rubisco adheres to internationally recognized principles and agreements, including:

- The Ten Principles of the UN Global Compact
- The ILO's Fundamental Conventions
- The UN Convention on the Rights of the Child
- The UN Declaration on Human Rights
- The UN Convention Against Corruption

Rubisco require all our employees, suppliers, partners, and stakeholders to uphold these principles in their operations, and to comply with all laws and regulations applicable to their operations. Should a requirement of this Code of Conduct contradict national laws or regulations, then the more stringent requirement should be followed.

## Environmental Responsibility

Rubisco and its suppliers must comply with all applicable environmental laws and regulations in the countries where business activities are conducted and are encouraged to operate through environmentally sound business practices.

### Key Commitments

- **Precautionary Approach** – Environmental risk should proactively be identified and mitigated.
- **Innovation** – Development and adoption of environmentally friendly technologies is encouraged.
- **Transparency** – All communication regarding environmental claims must be clear, accurate, and verifiable.
- **Sustainable Choices** – Whenever possible, the product or service with the greatest environmental benefits should be selected.
- **Supplier Preference** – Suppliers that demonstrate a strong commitment to environmental responsibility is prioritized.

## Business Ethics

Rubisco and its suppliers must adhere to high ethical standards and conduct business with honesty, integrity and transparency.

### Key Commitments

- **Anti-Corruption** – Bribery, extortion, and any form of corruption is prohibited in line with the UN Convention Against Corruption.
- **Conflict of Interest** – Any potential or existing conflicts of interest must be disclosed and avoided.
- **Fair Competition** – Compliance with competition laws and rejection of anti-competitive agreements is required.
- **Honest Marketing** – All marketing and product claims must be accurate and not misleading.

## Social Responsibility and Working Conditions

Rubisco and its suppliers must ensure human rights in line with the UN Declaration on Human Rights and the UN Convention on the Rights of the Child. Fair working conditions and respect for workers' rights in accordance with local laws and the ILO's Fundamental Conventions must also be guaranteed.

### Key Commitments

- **Human Rights** – Internationally recognized human rights shall be supported and upheld, at least in line with the UN Declaration on Human Rights.
- **Labour Rights** – Compliance with laws regarding wages, working hours, rest periods, sick leave, parental leave, and social security benefits is required.
- **Health and Safety** – Employees have the right to a healthy, safe and secure workplace.
- **Freedom of Association** (ILO Convention 87 and 98) – Employees have the right to organize and engage in collective bargaining.
- **No Forced Labour** (ILO Convention 29 and 105) – All forms of forced, compulsory, or involuntary labour are strictly prohibited.
- **No Child Labour** (ILO Convention 138 and 182) – Child labour in any part of our supply chain is strictly prohibited.
- **Non-Discrimination** (ILO Convention 100 and 111) – All employees must be treated with respect, regardless of gender, age, ethnicity, religion, disability, or any other personal characteristic.

### Reporting and Monitoring

Suppliers are encouraged to report irregularities or suspected violations of the requirements in this Code of Conduct.

Rubisco reserves the right to conduct audits or inspections at our suppliers to verify compliance with the requirements of this Code of Conduct.

### Validity of the Code of Conduct

This Code of Conduct was reviewed and adopted by Rubisco's board on March 27th, 2025.

## Supplier Commitment and Acceptance

We, the Supplier, acknowledge and agree to fully comply with the principles and requirements set forth in this Code of Conduct.

We recognize that adherence to this Code of Conduct is essential to maintaining our business relationship with Rubisco and any of its daughter companies. We pledge to continuously review and improve our practices to ensure compliance.

Signature

---

Klicka eller tryck här för att ange text.

Full name, Position and Company

Klicka eller tryck här för att ange datum.

Date of Signing