

Celemi Code of Conduct

The Celemi vision is *“To create sustainable value through engaging learning methods and ways of working – for People, Planet and Profit”*

Background

The way we operate is based on our culture and values. Our mission is to “Move people and organizations to higher levels of performance”, specifically with a focus on social, experiential and facilitated learning experiences.

Our values - customer committed, open, trusting and creative - guide us in everyday work life. Together with our Code of Conduct they constitute the framework and summarizes our overall guidelines for responsible action.

We strive to have the industry's most satisfied customers and partners, and motivated employees and to create sustainable and profitable growth. Among other things, we are developing simulations with focus on learnings on sustainability. We are also actively working to offer sustainable products, to purchase responsibly and to minimize any adverse environmental impact.

We believe that the outmost impact that Celemi can make on sustainability, is by training organizations and people in what sustainability means, which should lead to a more sustainable world.

Our Code of Conduct is based on all of the United Nations 17 Sustainable Development Goals. The Celemi focus and where we believe we can contribute the most are on the three UN SDG goals:

No 4: Quality education

No 8: Decent work and economic growth

No 9: Industry, innovation and infrastructure

Scope

Our Code of Conduct applies to all Group employees and is extended to our Celemi Solution providers (CSP's) and key suppliers.

Fair competition

We will never participate in agreements or cooperative practices whose purpose or effect is the prevention or restriction of competition. We limit our communication with competitors to legally approved forums and scope. We will not improperly discriminate among customers or unduly obstruct competitors or manipulate pricing.

Bribes

Bribery corruption and any other form of corrupt conduct are strictly prohibited. Neither we as a company or anyone acting on our behalf, will grant, offer or promote payments, gifts or other benefits that may affect or be perceived to affect the objectivity of a business decision or a public authority decision. Correspondingly, neither we as a company nor anyone acting on our behalf, will accept, receive or request gifts or other benefits.

Conflicts of interest

Conflicts of interest between us and our CSPs should be avoided. Examples of conflicts of interest are personal financial interests, purchases from or sales to family members or close friends. We put the company's interests before personal interests.

Human rights and working conditions

We work actively to treat our employees fairly, equally and with respect. We expect our CSPs to act in the same way against their employees.

Child labour

Every child should be protected from being economically exploited and from performing work that may be harmful to the child's physical or mental health or adversely affect the child's ability to education. A child in this context is a person under the age of 18. If relevant national legislation prescribes another age, it is this age that applies. We do not employ child labor outside a mutually beneficial agreement and within the confines of law.

Forced labour

No form of forced labour or work linked to any form of punishment may occur.

Freedom of association and collective bargaining

We respect employee rights to organize, or to not organize, trade unions and negotiate collectively or individually in accordance with local national laws. No employee should risk harassment or reprisals to exercise these rights.

Data Protection

Personal data is any information relating to an identified or identifiable natural person. We value the protection of personal data, and we therefore place great emphasis on protecting privacy, including our employee's, CSP's and customer's personal data. We seek to adhere to all applicable privacy laws of the markets in which we operate, and reflect on data protection, security and privacy in our product and service delivery. Unless other local regulations, then the General Data Protection Regulation, GDPR ((EU) 2016/279) will be applied.

Environment

We actively work to reduce any adverse environmental impact from our operations, focusing on innovation, product development and production. We believe that we have a positive environmental impact by training employees, CSPs, organizations and people in what sustainability means. We will comply with statutory environmental requirements that apply in each country of operation, and expect the same of our CSPs and suppliers.

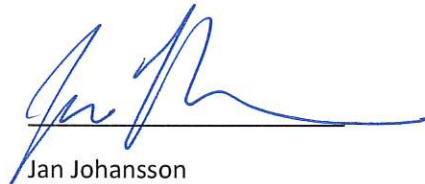
We prioritize quality and the environment throughout our business. We actively work with development and innovation of environmentally smart products and technologies. Celemi is maintaining an "annual sustainability cycle", where actions will be evaluated and various new initiatives will be planned and measured.



Kjell Lindqvist

CEO

Celemiab International AB



Jan Johansson

Chairman of the board

Celemiab International AB

Applying our Code of Conduct as a Celemi employee and voicing concerns

We each have a responsibility to promptly raise concerns of known or suspected violations of the Code of Conduct, laws, regulations or Company policies. This level of accountability and effective communication is expected from all of us, and it protects our company from illegal or unethical misconduct, preserves our reputation as our customers' partner of choice, and ensures that we clearly value our customers and partners and those that use our products and services.

Don't hesitate to contact your manager, or a member of management, if you need clarifications or want to voice concerns.