

# BREKERIET BEER AB

## CODE OF CONDUCT

### ABOUT THE CODE OF CONDUCT

The foundation for the Code of Conduct derives from Brekeriet's core values, which provide guidance in all we do. The Code of Conduct is based on its different principles in the areas of human rights, labour legislation and the environment.

- The Code of Conduct applies to everyone working at Brekeriet and/or Wild Bruce and the content of the Code shall be respected and followed.
- We require that the Code of Conduct is respected and followed by our business partners (customers, collaboration partners, suppliers).

### BREKERIET'S CORE VALUES GUIDES US

Craftmanship, Innovation, Sincerity, Dedication – these are Brekeriet's fundamental core values on which our entire brand is based. Brekeriet's core values describe how we are as people, what we believe, how we work, what we can achieve and how we want to be perceived. We work actively with our core values in all areas of operations.

### BUSINESS ETHICS AND BUSINESS PRINCIPLES

Brekeriet follows the laws, rules and regulations that apply in the markets in which we operate. We require that our business partners do the same.

### HUMAN RIGHTS AND WORKING CONDITIONS

- The workplace of Brekeriet/Wild Bruce shall be safe, inclusive and secure, without accidents. We consider employee health and job satisfaction central issues.
- It is self-evident that all people are equal. Everyone shall have equal rights and equal opportunities regardless of age, gender identity, sexual orientation, mental or physical disability, ethnicity, nationality, religion, marital or family status or any other dimension of a person's identity.
- Brekeriet operates a zero tolerance policy for all forms of discrimination, victimisation and bullying. This can take many forms, including, but not limited to, unwelcome, offensive, or derogatory words, sexual harassment, gestures, jokes, pranks, teasing, pictures, photos, recordings, materials, postings, ogling, stalking, intimidation, physical contact, advances, propositions, threats, or violence.
  - o Sexual harassment may consist of verbal, visual or physical conduct of a sexual nature that is unwelcome and that a reasonable person would find offensive. It can take many forms, such as:
    - Sexual advances, requests for sexual favors or unwelcome demands for dates.
    - Sexually oriented jokes, pictures, texts or email messages.
    - Explicit or degrading comments about appearance.
    - Display of sexually suggestive pictures or pornography.
- We have a responsibility to prevent, avert and act. All employees and business partners who see or suspect violations are obligated to report them to a supervisor.

### ENVIRONMENT

Brekeriet contributes to sustainable social development and works continually to prevent environmental risks and minimise our impact on climate change and the environment. Our employees shall have the competence relevant to the impact their work tasks have on the environment.