

Code of Conduct

The Code of Conduct has been adopted to emphasise the values and principles that govern our relationship with our employees, customers, business partners, investors, and other stakeholders.

It serves as a starting point for all of the Group's relevant policies and rules.

To make things easier for our employees and other stake-holders, a number of policies are included in the.

Code:

- Policy on equality, diversity and inclusion
- Health and safety policy
- Traffic safety policy
- Environmental policy
- Quality policy
- Information security policy
- Anti-corruption policy

Should the laws of an individual country be more restrictive than the regulations in this Code, the individual country's laws shall obviously apply.

The Code of Conduct is based on the Brundtland Commission's original definition of the term "sustainable development" from 1987: "Development that meets the needs of the present without compromising the ability of future generations to meet their own needs." The Code is founded on internationally agreed regulations, primarily the Ten Principles of the UN Global Com pact.

Accordingto the Ten Principles, all companies must support a number of basic guidelines pertaining to human rights, labour, the environment and anti-corruption within their sphere of influence.

The Code encompasses all employees in all countries where Go Virtual Group conducts business.

It also encompasses employees working under any of the Group's brands.

As a manager, you have a particular responsibility to always set a good example and ensure compliance with the Code. Accordingly, all Go Virtual Group managers have a responsibility to inform their organisation about the Code and present its content.

Managers must ensure that their employees comply with the Code and report any behaviour that is not compliant.

Each individual employee also has a reporting responsibility. Non-compliance may lead to disciplinary action.

The Group employs a whistleblowing system for reporting behaviour that is not compliant with the Code of Conduct.

The Code is to be applied immediately and on an ongoing basis. It is reviewed regularly to ensure it is kept up to date. The Code has been adopted by the Board of Directors of Go Virtual AB and can only be suspended or amended by the Board of Directors.

Go Virtual Nordic AB	Code of Conduct
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