

19 February 2019.

## ETHICS POLICY

### HEADER: Doing the right thing

It's essential to BIMA and to our business that our staff, partners and suppliers support our values and put them into practice across all their activities. We have set out here the ethical standards we expect from ourselves and from those with whom we do business. We consider that conducting business ethically and striving to do the right thing are vital to the success and mission of the company.

We strive to act honestly, openly, fairly and ethically wherever we do business. Our reputation is built on our values as a company, the values of our employees and our collective commitment to acting with integrity always, and in all ways.

### HEADER: Rights & Responsibilities

We have a zero-tolerance approach to harassment and discrimination. We have policies in place so all staff are aware of their rights and what to do if they feel their rights are being violated.

### HEADER: Whistleblowing Policy

We have a confidential whistleblowing policy that allows staff, customers and stakeholders to report any behaviour which breaks the code of conduct or causes them concern.

### HEADER :Anti-corruption

We run a clean and ethical business that is entirely free from corruption and fraud. We operate a zero-tolerance policy in regard to corrupt behaviour.

We consider that our ethical policies will contribute to a better, more transparent, kinder approach.

### INSERT LINKS:

Download for more information.

Code of conduct

Suppliers code of conduct

Videos

Gustaf Agartson - CEO

Milvik AB (trading as BIMA)

[date] 2019

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### BIMA

### Modern Slavery Act 2015 (UK) / our anti-slavery policy

This statement is made on behalf of the Milvik AB group of companies (trading as BIMA) including Milvik UK Limited, pursuant to Section 54, part 6 of the Modern Slavery Act 2015. It sets out the steps that BIMA has taken and continues to take, in order to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of our business.

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#### Our approach

We always work to the highest professional standards applicable to our sector, and we expect those same high standards from those parties with whom we engage and we are committed to ensuring that there is no modern slavery or human trafficking in our supply chain. This commitment is detailed in this anti-slavery policy. We strive to embed a robust risk management framework throughout our operations, analysing the risk of inadvertently working with suppliers who do not share our values and our commitment to ending modern slavery and human trafficking.

#### Supplier due diligence

Our suppliers are partners in our business success; they are expected to comply with all local laws and regulations. We take a risk-based approach to ensure that there is no modern slavery or human trafficking in any of our operations or in our supply chain. We are providing in our supplier questionnaires that all suppliers are asked to explain their own steps taken to avoid it.

#### Training

We are developing training to ensure that all employees who have responsibility for procurement within our group receive appropriate training to identify issues related to slavery and human trafficking and to review standard terms with suppliers as a means of ensuring disclosure and compliance.

Gustaf Agartson - CEO  
Milvik AB (trading as BIMA)  
[date] 2019