

Aldax AB has implemented a Code of Conduct which formulates the minimum requirements of ethical behavior for Aldax corporate management, Aldax employees, as well as consultants and contract workers who provide products or services to our organization.

We expect that our suppliers will share and accept the letter and spirit of our commitment to high ethical standards, including compliance with all applicable laws and regulations.

We understand and accept that suppliers are independent entities; however, business practices of third parties may impact or reflect upon Aldax. Therefore, we have established the Aldax Supplier code of conduct which sets forth the business conduct standards we expect all suppliers and their employees, agents and subcontractors to adhere to, which engaged in business with us or on our behalf.

Where they exist, the suppliers own written Code of conduct may replace Aldax's Supplier code of conduct, if they are consistent with these standards, and are provided to the responsible Aldax representative.

Business Conduct Standards

Aldax expects its suppliers to conduct their business responsibly, with integrity and honesty and to adhere to the following standards:

1. **Compliance with applicable laws**
Suppliers are required to comply with all applicable laws, regulations and code in the countries operation.
2. **A workplace free or forced or involuntary law**
Suppliers shall not use forced, bonded, indentured labor or involuntary prison labor under any circumstances.
3. **A workplace free of child labor**
Suppliers will not use child labor. "Child" refers to any person employed under the age of 15, or under the age for completing compulsory education, or under minimum age for employment in the country, whichever provides the greatest protection. Aldax supports the use of legitimate workplace apprenticeship or intern programs which comply with all laws and regulations applicable to such intern or apprenticeship programs.
4. **A workplace free from discrimination**
Suppliers will not discriminate in the hiring process or employment policies such as promotions, rewards and access to training, based on race, ethnicity, color, age, religion, sexual orientation, disability, gender, political affiliation, union membership, marital status or any other protected characteristic under the law.
5. **Wages, working hours and benefits**
Suppliers shall, at a minimum, comply with all applicable laws relating to minimum wages, working hours, overtime compensation and legally mandated benefits.

6. Freedom of association

Suppliers shall respect the right of workers to associate freely, to join or not to join unions, to seek representation, an/or join workers organizations in accordance with local laws and regulations.

7. A safe and healthy workplace

Suppliers will provide a safe and healthy workplace in compliance with applicable laws and regulations.

8. Protection of the environment

Suppliers will conduct their business operations with care for the environment and comply with all applicable environmental laws and regulations.

9. Intellectual property

Suppliers shall not share Aldax's intellectual property or confidential information or any other information they acquire with respect to Aldax's business. Transfer of technology and knowhow is to be done in a manner that protects all parties' intellectual property rights.

10. Ethical Dealings

Suppliers must comply with all applicable laws regarding bribery, corruption and prohibited business practices when dealing with Aldax employees.