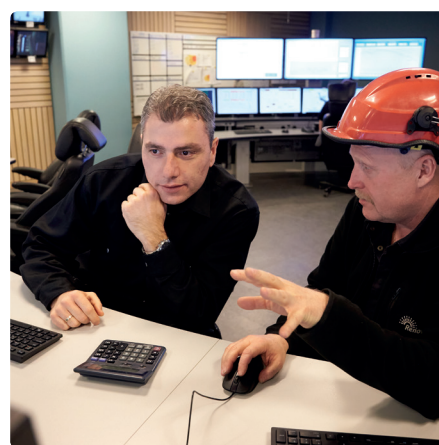


RENOVA'S CODE OF CONDUCT

A short version



INTRODUCTION

Renova's Code of Conduct clarifies our values and describes the demands we place on ourselves as co-workers and on those we do business with. With our vision we place a value on everything – for a sustainable future, we show the way to a sustainable society based on an ecocycle mindset. Where others see waste and rubbish, we see resources.

Renova's Code of Conduct is rooted in our mission: to deliver societal benefit to our customers and owners. Our Code of Conduct should be the guiding point of departure for how we behave as employees of the Renova Group. Having shared ethical guidelines builds trust and confidence in all our relations, both inside and outside of Renova.

In all areas where we operate, we take joint responsibility for ensuring that the operation is profitable and run ethically. We regard laws and regulations as minimum requirements and lead the way in sustainable enterprise.

The Code of Conduct applies to everyone who works at Renova. In some respects we place the same demands on our suppliers, customers and other business partners. I expect everyone encompassed by this Code of Conduct to read it, understand it and comply with its guidelines.

We are working together for a sustainable future.

Gothenburg, 2018

Anders Åström

CEO Renova AB



A short version



RENOVA'S APPROACH

Renova's approach tells us how we should act in our everyday lives, towards each other and others we work with.

- We have a **holistic perspective**. We see how our mission affects others and we contribute to the common good.
- We show **commitment**. We care and contribute to continuous improvements.
- We work **together**. We cooperate with our colleagues, and treat both internal and external customers well.
- We take **responsibility**. We know our mission and who we are here for. We take responsibility for our work tasks and keep our promises.

SUSTAINABLE EMPLOYEESHIP

Human rights

We support and respect the protection of internationally recognised human rights, and we do not breach the fundamental rights of all people. We do not tolerate any form of forced labour or child labour.

Equality of treatment

We believe in the equal value and equal rights of all people. We see the value of everybody's varying experience and knowledge, and defend each individual's right to be who they are. All employees shall have the same opportunities regardless of gender, ethnicity, religion, nationality, age, degree of able-bodiedness, sexual

orientation or social background.

Harassment, threats or other inappropriate behaviours are not permitted.

Respect for colleagues, customers and business partners is obvious and expected.

Count on each other

Respectful, friendly treatment enables us to create a safe workplace where everybody feels confident to make a contribution.

We therefore count on each other and assume that everybody wants to and can take responsibility. In this way we develop as people and as a company.

Freedom of association

We uphold the right of association and every employee's fundamental right to decide whether or not they wish to be represented by a trade union. We ensure that everyone we work with acknowledges the right of collective bargaining.

Health, safety and working environment

We have a safe, pleasant working environment where people can develop. We need to last our whole working life and beyond. We have a vision zero for workplace-related accidents. We have a duty to be active in systematic working environment efforts, and shall be familiar with and comply with all prevailing health and safety regulations in each area of operation.

A short version



COMMUNICATION

We jointly create the Renova image, our brand, in the way we behave and communicate. We are open, trustworthy and appropriate in our communication.

We avoid awkward, convoluted expressions. We also avoid specialised jargon if we are not completely certain that the receiver will understand.

Communication is crucial to a functioning operation and well-being in the workplace. Managers and employees at Renova have a responsibility to stay informed and to inform others about everything of importance to their own work tasks and their own area of operations.

SOUND BUSINESS

We act responsibly and ethically in all our relations.

We accept no form of corruption or bribery. We make business decisions based on the Renova's best interests and act in line with good business practice, thereby avoiding actions that may lead to a conflict of interests.

Relations with customers and business partners

We shall be a responsible, independent, dependable business partner. We see marketing and corporate entertainment as natural in developing business relations and partnerships. The point of departure for all entertainment is a focus on moderation.

Relations with suppliers

We shall be a responsible, dependable, competent client, with a high standard of business ethics. As a public sector player, our operation is governed by the Swedish Public Procurement Act. There must be no unhealthy business relations.

ENVIRONMENT AND SUSTAINABILITY

We shall avoid materials and methods that may entail environmental and health risks where other options exist. We support and take initiatives for environmental responsibility. We encourage and support the development and distribution of eco-friendly technology. Consideration for the environment is fundamental to Renova's mission and operation. We act in an eco-conscious manner when carrying out our work tasks.

We work actively to:

- develop sustainable waste and recycling solutions based on safe, resource-efficient, eco-friendly procurement and production, which in turn adds value for our customers.
- minimise our environmental impact by combining innovation, technology and efficiency.
- improve our environmental performance with clearly defined measurable goals.