

Code of Conduct

Adopted by the Board of Directors in Akelius Residential Property AB (publ) on 11 October 2017.

scope and application

This code is the basis of our business activities. It determines our success as a long-term, sustainable business and promotes excellence as a corporate culture. This benefits all aspects of our business activities.

We are an esteemed employer and trustworthy partner to our tenants and suppliers with a responsibility to act honestly and ethically.

This code applies to all our Board members, management, employees, suppliers, business partners, sub-contractors and customers. We expect equivalent standards of conduct from all persons acting on our behalf.

principles

We act in accordance with the following principles.

general principles

The Akelius group

- respects the rule of law and act in accordance with law and regulation in all countries where we do business
- conducts business with integrity and honesty
- acts in an environmentally and socially sustainable manner
- commits to continuously develop the safety and quality of our services

anti-corruption and conflicts of interest

We do not engage in cartels or other corrupt or competition limiting activities. We do not accept the offering, request or acceptance of bribes, extortion or money laundering.

Our employees shall avoid situations in which their professional loyalty may come into conflict with personal interests and shall not allow such interests to affect their professional judgement.

marketing and communication

All marketing and advertising shall be honest and consistent with what we can provide. We are committed to open and transparent communications subject to the rules applicable for stock listed companies.

properties

Our properties shall be kept in good condition and fulfill our promise and the reasonable expectations of our customers on standard and service.

discrimination

We do not tolerate discrimination or harassment of any kind or for any reason. Our employees work in an environment where equality is valued and free from harassments, threats and discrimination.

human rights

We support and protect international human rights as expressed by the UN and other recognized organisations, particularly children's rights. We do not participate in human rights violations of any kind.

privacy

We respect the right to privacy and personal information is processed only to the extent required for us to provide our products and services.

sustainability

We continually work to reduce our impact on the environment and our business is conducted on a long term basis to support a sustainable society.

We integrate environmental considerations into our business planning and decision making. Our business relationships shall comply with local environmental legislation and strive to impose as little impact on the environment as possible.

working environment

We only cooperate with business partners who provide their workers and employees with a safe and healthy work environment.

We respect the rights and privacy of the individual and demonstrate good faith and mutual respect in dealings with employees and their representatives in the workplace.

We provide a safe, healthy and inspiring work environment for all employees. We encourage our employees to live a balanced and active life.

working hours and remuneration

We act in accordance with applicable local laws, regulations and industry standards on working hours and remuneration in the countries we operate in.

shared values

We work only with parties that share the values expressed in this code. We reserve the right to terminate any cooperation where a business partner acts in violation of this code.

responsibility

This code applies to all our operations and employees worldwide regardless of function, grade or standing. Our business activities shall be continuously monitored in relation hereto.

All management executives and other supervisors are responsible for ensuring that our employees adhere to this code.

We do not accept violations against this code and any such actions may lead to disciplinary measures including dismissal and prosecution. This applies also to approval of such actions, whether expressed or silent.

reporting

Our employees are encouraged to report suspected violations of this code to their nearest supervisor. If this is not applicable for whatever reason, the employee should contact the local Staff Development for help.

Employees, suppliers or other business partners can report a suspected violation against this code anonymously to whistleblower@akelius.com.

We will protect the anonymity of anyone who reports suspected misconduct in good faith.

False allegations or misuse of the whistle blowing channel procedure is in itself a violation against this code.