



# MyFlower Group's Code of Conduct for Suppliers and Partners

---

MyFlower Group's Code of Conduct covers all suppliers and partners as well as our employees and describes our business principles and the ethical, environmental and social standards that we place in our business relationships. Through the Code of Conduct, we require our suppliers and partners to conduct their activities in a manner consistent with the UN's Global Goals for Sustainable Development, the ILO Core Conventions, existing legislation in the respective countries, and a selection of international standards for the flower industry.

This Code of Conduct shall be signed by our suppliers and partners to ensure that we work together to the same principles and with the same objectives.

Each supplier and partner of MyFlower Group needs to ensure that this Code of Conduct is valid also for its subcontractors. Such documentation shall be presented on request.

## 1 Legal Requirements

We expect our suppliers and other partners to comply with the national legislation of their country of operation. If any requirement in the Code of Conduct is contrary to national law, the law always takes precedence. However, MyFlower Group requirements may be higher than those covered by national legislation, in which case MyFlower Group's requirements should be met.

## 2 Climate Change

Integrating climate considerations into business decisions is a critical aspect of our long-term success. We expect our suppliers and partners to track their carbon footprint and work to reduce their impact on climate change through their own activities and through their supply chain referring to the Scope 1, 2 and 3 of the Greenhouse Gas (GHG) Protocol.

### 2.1 Energy Consumption

Our suppliers and partners shall work actively to minimize their energy consumption and move towards using renewable energy sources. There shall be clear reduction targets and to ensure the targets are being met, the consumption must be measured and documented.

### 2.2 Transport

MyFlower Group requires its suppliers and partners to ensure as little environmental impact in transport as possible by optimizing the transport routes and choosing environmentally classified vehicles and fuels.

## 3 Environment

Environmental issues are extremely important. We require our suppliers and partners to comply with the environmental protection laws applicable in their countries of operation and ensure that products and materials comply with applicable environmental requirements. The business must have relevant environmental and operating permits and, upon request, be able to provide, relevant product information, current safety regulations and the like.



### 3.1 Waste

The handling, storage, transport, recovery and disposal of all waste and, in particular, hazardous waste, shall be carried out in a responsible manner and in accordance with local laws and regulations.

Our suppliers and partners are also required to finance and organize the management of waste from their products at the end of life, in accordance with national and international legislations and regulations.

### 3.2 Chemicals and Spraying

It is of the utmost importance that our suppliers and partners ensure that chemicals and plant protection products used comply with both national laws and regulations and current EU legislation. The staff handling, using, or storing chemicals and plant protection products shall have the right training and competence. Chemical containers shall be properly labelled, and storage, handling and transport of chemicals and plant protection products shall be carried out in such a way as to minimize the risk of contamination of air, soil, or water. The risk of explosion or ignition should always be prevented.

Chemicals and plant protection products used shall be authorized for use both by the EU and by the national authorities of the country in which the activity is carried out. Our suppliers and partners will register and actively work to reduce the use of chemicals and plant protection products.

Safety regulations shall be respected, and the risks of the chemicals and plant protection products used shall be evaluated. Employees must never risk being harmed. If such a risk exists, action shall be taken immediately.

### 3.3 Water Consumption

Our suppliers and partners shall work actively to minimize their water consumption and achieve a sustainable use of natural resources. There shall be clear targets for reducing water consumption, to ensure the targets are being met, the consumption must be measured and documented.

## 4

## Working Conditions

### 4.1 Health and Safety

MyFlower Group requires our suppliers and partners to ensure healthy workplaces and comply with relevant domestic legislation and regulations as well as internationally accepted rules in this area. The employer shall also work to continuously improve the work environment.

The workplace shall be arranged in a manner that the health and well-being of employees is not compromised. Workers shall be provided with appropriate clothing and equipment necessary to carry out their job. Regular checks on the health and safety of employees shall be carried out. The workplace shall offer access to clean drinking water, clean toilets, showers, and cleaning facilities. Staff housing shall meet minimum standards in terms of size, ventilation, cooking facilities, water supply and sanitary conditions.

### 4.2 Forced Labour, Trafficking in Human Beings and Child Labour

MyFlower Group does not accept direct or indirect forced labour, modern slavery, or child labour in the production of goods or services.

No staff member shall be less than the minimum age for employment and should be at least 15 years old. Workers under the age of 18 are not allowed to work in hazardous conditions or at night. The national conditions relating to age limits for employment and compulsory schooling shall be met.

The employer shall not require workers to deposit their identity documents or pay a deposit.

### 4.3 Employee Rights

All employees shall be treated with respect and dignity. Abusive treatment or corporal punishment is not accepted. An employee must also not be subjected to physical, sexual, psychological, or verbal harassment or abuse.



No employee may be discriminated on grounds of sex, colour, age, pregnancy, sexual orientation, religion, political opinion, nationality, ethnicity, disease, or disability. Marriage, pregnancy, or parenthood must never be grounds for an employee's being made redundant.

All employees have the right to organize themselves, to form unions and to negotiate collectively. MyFlower Group does not accept disciplinary or discriminatory measures against employees who organize or join unions to safeguard their statutory rights in a peaceful manner.

All employees are entitled to a written employment contract written in the local language, which clearly states the terms of employment. It is the employer's duty to ensure that all employees are informed of their statutory rights and obligations. Any work that is not seasonal or temporary shall, as much as possible, be carried out by employees on fixed contracts. Temporary agents shall have the same conditions as permanent employees, including the right to form unions.

#### **4.4 Living Wage**

After a normal working period as defined in the employment contract or in reference with the national law, salaries and benefits paid shall be at least statutory minimum wage, customary industry salary or salary established by collective agreements for the industry. The full salary shall be paid directly to the employee and information on pay agreements and procedures shall be available and comprehensible to the employees. A full-time salary shall be sufficient for basic needs.

## **5**

### **Business Ethics**

#### **5.1 Benefits, Bribery and Corruption**

Bribery and corruption are not tolerated by MyFlower Group. Neither directly nor indirectly may MyFlower Group or our suppliers offer our partners rewards or benefits that go against applicable law or business practices. Nor may MyFlower Group's employees receive benefits such as payments or gifts from suppliers, partners or third parties that risk affecting the employee's objectivity in business decisions.

#### **5.2 Antitrust and Competition Laws**

MyFlower Group requires that the activities we cooperate with fully comply with the applicable antitrust and competition laws and regulations in the country where the business is conducted, and more generally all the European and international regulations regarding this issue.

#### **5.3 Confidential Information**

Suppliers and partners, including its employees, do not have the right to disclose MyFlower Group's confidential information to persons within or outside the company, unless MyFlower Group has approved it. Financial information and commercial relationships, offers and strategies as well as sensitive information about employees and information about partners are counted as confidential information.

## **6**

### **Certifications**

MyFlower Group promotes various types of internationally accepted environmental and social certifications.

- For flower and plant cultivation, we prioritize certifications within the FSI basket of standards, Svanenmaerket (Scandinavian) or equivalent established certifications of growers or products.
- Paper should be recycled or produced from FSC or PEFC certified paper. The Nordic Ecolabel and Bra Miljöval are also accepted.
- Öko-Tex certification is a minimum requirement in textile products.
- Plastics should be recyclable and recycled as much as possible, with clear labelling to facilitate recycling.



## 7 Inspections and Compliance

### 7.1 Transparency and Cooperation

MyFlower Group requires our suppliers and partners to respect the Code of Conduct and to do their best to meet its requirements. In the event of any deviation from the Code of Conduct, suppliers and partners shall notify us.

We expect transparency and good cooperation on matters relating to the Code of Conduct and that we receive information and documentation upon request. A good dialogue on sustainability and issues related to the Code of Conduct is always welcome.

### 7.2 Inspections

MyFlower Group reserves the right to make unannounced visits to our suppliers and partners at any time. MyFlower Group also has the right to engage an independent third party to assess compliance with the Code of Conduct through checks. When checking, our suppliers and partners shall be able to present relevant documents and documentation.

### 7.3 Measures

If a supplier or partner deviates from MyFlower Group's Code of Conduct, MyFlower Group will open a communication in which the business will be asked to present an action plan on how to correct the deviations. MyFlower Group will monitor how the plan is implemented and check that the deviations have been corrected. Non-cooperation or repeated breaches of the Code of Conduct will have a negative impact on the business relationship with MyFlower Group. This can result in reduced orders or assignments and, as an ultimate consequence, the business relationship will be completely terminated.

## 8 Whistleblowing

MyFlower Group invites our employees, suppliers, and partners to report any violations of the Code of Conduct, both from their own organization or from another party. Reporting can be done anonymously through the phone number +46 8 634 44 88 or via email address [uppforandekod@interflora.se](mailto:uppforandekod@interflora.se). Anyone reporting a breach of the Code of Conduct is at no risk of retaliation or unpleasant penalties.

Date	Company
Title	Signature
	Name in block letters