

Code of Conduct

A+ Science is a Contract Research Organisation (CRO) providing services in clinical trials for pharmaceuticals (Phase I-IV) and medical device studies.

A+ Science contributes to development of medicines that improve patients' health and quality of life, making the world a healthier place.

This code of conduct is implemented by the Management Team at A+ Science.

We at A+ Science, strive to make our company sustainable. We want the company to be known for its ethical leadership, where people are proud to work. A company that customers, business partners and suppliers want to do business with. To achieve this and make A+ Science an attractive employer we share a common set of objectives.

One essential objective is our belief to uphold ethical standards in our corporate activities. The purpose of this Code of Conduct, (referred as "this Code" in the document) is to set a framework for our behavior when we do business.

This Code is based on our vision, core values and principles. Compliance reinforces the company's good image externally, but more importantly internally, among us.

This Code challenges each of us to understand and implement principles, representing acceptable conduct in our business; each one of us is responsible to uphold the principles and behaviors in accordance with the highest of ethical standards and legal requirements.

- We gain trust by treating others with respect and integrity.
- We operate a discrimination free working environment and are committed to promote a culture of respect, dignity and equal opportunity in which employees' individual rights are protected.
- We believe that the diversity of our workforce is highly valuable. We are committed to provide an environment where individuals can flourish based on talent, experience, and performance and where potential is recognized and encouraged.
- Each individual regardless gender is given equal opportunity to develop in the direction he or she wishes, an opportunity to further develop and accomplish own goals.
- Regardless gender, we promote equal opportunities for individuals involved in decision making roles, i.e. board and management members
- We act honestly, ethically and with integrity in company interactions.
- We maintain a safe and secure work environment by complying with safety, health, and security policies and procedures.
- We provide a harassment free environment.
- We respect privacy and protect the personal information of current and former employees, members of the Board of Directors, customers, job applicants, business partners and suppliers.
- We obey Swedish laws and regulations as well as our internal A+ Science policies.
- We cooperate with internal investigations, inspections, and audits.
- We act when we suspect or are aware of misconduct by following the procedures set out in our SOP "Fraud and Misconduct".

- We report health and safety threats.
- We avoid conflicts of interest by making decisions in the best interest of A+ Science.
- We have zero tolerance towards bribery and corruption; We do not engage in nor tolerate bribery or any form(s) of corruption.
- We do not give or receive gifts or hospitality where this could give rise to a perception of a corrupt purpose.
- We are opposed to all forms of forced or child labor.
- We market responsibly and represent our services fairly, accurately, and truthfully.
- We ensure that third parties acting on our behalf live up to our standards. We engage customers and suppliers who respect human rights and whose ethical standards meet the standards set out in this Code.
- We provide services with quality, in time and don't over-promise.
- We are committed to high standards of transparency. We communicate clearly with stakeholders in relation to our business, governance, and financial position.
- Our employees are free to exercise the right to political contributions within legal limits, unless such a contribution is otherwise prohibited by other policies of A+ Science.

Each employee of A+ Science must be familiar with and abide by the A+ Science policies. The “Employee Handbook” sets forth policies on a wide range of situations that arise in the course of employment. For guidance on any issues not addressed in this Code, employees should refer to the Handbook and in case of further questions these must be addressed to the CEO.

We demonstrate these values every day in all our interactions.

Non-compliance with this Code or any of its supporting policies, including failure to report a suspected or known breach, may represent serious misconduct and may result in disciplinary actions.