

SKISTAR CODE OF CONDUCT

1 INTRODUCTION

SkiStar continuously meets the outside world in the form of, among other things, guests, suppliers and partners. The purpose of SkiStar's Code of Conduct is to gather the guidelines and values that form the basis for how we expect employees, partners, elected representatives and business partners to act towards each other and the outside world, and to provide support in daily work.

SkiStar stands behind and respects the UN Global Compact's ten principles regarding human rights, working conditions, the environment and anti-corruption, as well as the ILO's eight core conventions regarding minimum standards for working conditions. We expect all interested parties to do the same. SkiStar also has a specific *Supplier & Partner Code of Conduct*, which all of SkiStar's suppliers and partners must take note of, sign and undertake to follow.

2 VISION AND VALUES

SkiStar's vision is: SkiStar creates memorable mountain experiences. By letting our values permeate our work, we will together strive for the continued development of sustainable business and mountain tourism. SkiStar is committed to having a corporate culture that values equality, diversity and inclusion at all levels. The Code of Conduct is based on the company's core values.

3 BUSINESS ETHICS

3.1 Free Competition

SkiStar support free competition. SkiStar's employees must always comply with the legislation in each country. Employees must absolutely not participate in anti-competitive activities such as abuse of market-leading position and cartel operations.

3.2 Anti-corruption and bribery

SkiStar applies zero tolerance when it comes to bribery and corruption. No employee may directly or indirectly offer, promise, request or receive a bribe or anything comparable to it.

3.3 Conflicts of Interests

SkiStar's employees should always use good judgment and great integrity in all questions regarding SkiStar. Should a conflict arise between the employee's (or to the employee's related) personal interests and SkiStar's interests, the employee should report this to his/her supervisor.

3.4 Personal Data

SkiStar collects and processes personal data only in accordance with applicable legislation. All employees have taken part in SkiStar's Directive for Processing of Personal Data and have completed training on handling personal data. In case of uncertainty regarding the handling of personal data, a designated security representative should be contacted.

4 HUMAN RIGHTS AND WORKING CONDITIONS

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For SkiStar, people's equal value is a matter of course. Regardless of gender, ethnic affiliation, religion or other belief, disability or age, we should meet and treat our fellow men equally. SkiStar respects and supports internationally declared human rights and labour law. SkiStar's workplaces should be free from discrimination.

SkiStar supports and respects the ten principles of the UN Global Compact regarding human rights, working conditions, the environment and anti-corruption, as well as the ILO's eight fundamental conventions concerning minimum standards for working conditions.

4.1 Diversity and Equality

SkiStar's Diversity Policy sets out further guidelines and objectives regarding diversity and equality at SkiStar.

4.2 Forced Labour, Child Labour and Harassment

SkiStar does not tolerate any form of involuntary work or child labour.

Any form of violence, coercion or exploitation of children is unacceptable. A child is defined here as a person under the age of 18, in accordance with the first article of the UN Convention on the Rights of the Child. Workers under the age of 18 must be specifically protected from hazardous work activities that pose a risk to health and safety.

The work of all employees must be free from threats, coercion, mental and physical punishment or other threats of punishment.

5 GUESTS

5.1 Security and Crisis Management

The safety of guests and employees is always a top priority. Therefore, SkiStar has well-developed safety routines. If the accident should still occur, there is an established crisis organization with well-developed routines. For further information, see SkiStar's Crisis Management Plan.

6 EMPLOYEES

6.1 Harassment

All employees are jointly responsible for counteracting acts that relate to unwelcome behaviour and which can be perceived as a violation of the employee's integrity.

Every employee has the right to be respected for who he or she is. SkiStar has zero tolerance for all forms of discrimination, harassment, sexual harassment and abusive discrimination.

6.2 Freedom of Association

SkiStar respects the right of employees to join associations and organizations and to organize trade unions and conclude collective agreements. SkiStar's management shall promote an open and constructive dialogue with designated employee representatives.

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7 ENVIRONMENT

SkiStar will protect the environment we operate in. By working systematically, we will improve the environmental impact of the business. Clarified guidelines are compiled in SkiStar's Sustainability Policy. SkiStar must constantly strive to develop and improve all employees' skills and knowledge regarding sustainable business.

8 COMPLIANCE AND REPORTING

SkiStar's employees and elected representatives undertake to comply with SkiStar's Code of Conduct. Each supervisor within each business area is responsible for ensuring that employees and business partners receive information on SkiStar's Code of Conduct and SkiStar's Supplier Code of Conduct. SkiStar's supervisors and managers should set a good example and each employee is obliged to inform his or her supervisor of any violations.

For further follow-up of the Code of Conduct, SkiStar has set up a whistle-blower function. It is designed to give everyone in the company the opportunity to report suspicions of serious irregularities. The whistle-blower function is a warning system aimed at reducing risks, and hopefully at an early stage. SkiStar believes it is important to have a whistle-blower function as part of good corporate governance and to maintain the trust that customers and the public have. Directive for whistle-blower function, with guidelines for reporting procedures, are available internally for all employees.

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