

POLICY STRUCTURE OF PRECISE BIOMETRICS

- UN Human Rights
- UN Global Compact
- ILO Conventions

Code of Conduct

Precise Biometrics operates according to principles governing its relations with employees, partners and other stakeholders, which are based on respect for laws, environmental concerns, human rights, labor issues, social responsibility and customer requirements. We do business according to international principles and convention.

Corporate Governance Report

Environmental policy

All our work, investments and other activities shall be carried out with respect for the environment. Specifically this means avoiding unnecessary travel and choosing the most energy efficient alternative during travels.

Human resources policy

Precise Biometrics shall be a rewarding and safe place to work. The company is committed to equality of opportunity and diversity, personal development, empowerment and challenging opportunities. The company should eliminate all discrimination based on gender, religion, race, age, nationality, disability, sexual orientation, political convictions, trade union membership and social or ethnic origin. A gender equality plan has been established according to Swedish law.

Ethical policy

Precise Biometrics supports and enacts the 10 principles in the UN Global Company. The company also supports the UN Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. Precise Biometrics should at all times take reasonable and appropriate precautions to avoid committing an offence.

Travel Policy and Work Safety Policy

Precise Biometrics' policy is to travel as cost-efficient and environmentally friendly as possible. This means we encourage public means of transportation instead of taxi and train instead of air travel when applicable. When possible meetings are held by telephone or video conference.

Work safety is regulated extensively in Swedish law and handled accordingly.

Information policy & Insider policy

The information and insider policies are prepared in accordance with NASDAQ OMX Nordic stock exchange's Rules for Issuers. The information from the company is characterized by transparency, reliability and objectivity and high degree of relevancy for its target groups.

Information shall be provided in timely and correct manner and all interested parties shall be treated equally. The purpose of the insider policy is to have a common approach to insider issues, thereby reducing the risk of an individual in a particularly sensitive position or an individual owning stock in Precise Biometrics violating the legislation. The insider policy applies to all employees of Precise Biometrics.