

Code of Conduct 2025

Code of conduct

Space is today an integral part of everyday life, and its importance continues to grow – both in the space industry and most other industries, geopolitics and society. As a global space company, SSC plays an important role in shaping tomorrow's modern society. By being a leading provider of sustainable, qualitative and profitable space services, we help commercial and institutional stakeholders worldwide to succeed in their missions.

SSC (Swedish Space Corporation) is a leading global provider of advanced space services, with more than 50 years of experience. We help space organizations, research institutes, commercial and institutional actors from all over the world to get access to space.

With local presence on all continents and about 700 committed employees, we offer specialist expertise in satellite communications and satellite control services, spacecraft operations, rocket and balloon systems, launch services and flight test services, as well as engineering, operations and consultancy services for space missions.

We enable successful space projects within Earth observation, telecommunications, security, meteorology, navigation and positioning, scientific research and other applications. Among our strongest assets are Esrange Space Center in northern Sweden, set out to become first to launch satellites from mainland Europe, as well as one of the world's largest commercial ground station networks for satellite communications.

SSC has many important stakeholders: coworkers ("Coworker" or "staff" is defined as a person employed by SSC regardless terms of employment, e.g. full-time, part-time, fixed time), owners, business partners ("Business partner" is defined as an external partner that SSC exchanges goods and/or services with, or a party that represents or collaborates with SSC) as well as the public at local, national and international level. In order to gain and retain trust and to be a reliable business partner, SSC has to take responsibility for every part of our business operations and ensure that we contribute to a more secure and sustainable world.

Areas highlighted in our Code of Conduct are also integrated into our Supplier Code of Conduct. Potential risks for violations are identified and managed within the Sustainable Business Analysis Models for Sales and Procurement.





CEO statement

To be a reliable and long-term trustworthy business partner requires transparency in how we assess and conduct our business operations. It is necessary that SSC's actions are based on responsibility, business ethics and our core values. In this, our Code of Conduct serves as the foundation for our day-to-day operations, making sure that we can deliver competitive services in a responsible manner.

To be effective, the Code of Conduct must be supported by our actions, policies, procedures and instructions, and clarify what our stakeholders can expect from us as a company and what values and behavior we expect from ourselves and others. SSC has also subsequently spelled out the expectations of SSC business partners in our Supplier Code of Conduct.

Our company mission is to help Earth benefit from Space. Sustainability is a core component of our strategy and deeply embedded in our operations. SSC helps drive research and technologies that support a long-term sustainable development for the benefit of our customers, society, environment, and employees.

Being a leading service provider in the global space industry requires a deep understanding of the multitude of conditions, cultures and values represented by different regions and countries. Naturally, SSC adheres to all laws and regulations that affect our operations. However, there are no global laws and regulations that fully regulate our industry. Therefore, we must understand the opportunities, risks and challenges that SSC and the global space industry are facing at large. In this, SSC supports internationally recognized guidelines and soft laws¹, and we are guided by their ethics and values.

SSC has committed to the UN Global Compact² and continuously strives to improve compliance with defined principles. We have also joined the global Exponential Roadmap Initiative with the aim of reaching net zero CO₂ emissions for our company to be sustainable throughout the entire value chain.

Furthermore, we have signed ESA's Statement for a Responsible Space Sector together with actors from the European space sector, aiming to provide a basis for the sustainable development of the space industry, and increase our industry's contribution to society by working more socially and environmentally responsible.

These soft laws are integrated into SSC's business model in order to ensure that all operations are in line with internationally recognized values and requirements. Our Code of Conduct is adopted by SSC's Board of Directors and is at the core of SSC's management, leadership and business conduct. It is a Code that applies to all our coworkers no matter their job description, where we do business, who our business partner is, or what service we provide. It is a commitment to ensure that we fulfill our mission – to help Earth benefit from Space – and constitutes our contribution to a more sustainable world.

Charlotta Sund, CEO
Solna, January 2025

1. UN Global Compact, UN Guiding principles on business and human rights, OECD Guidelines for Multinational Enterprises, SDG and Agenda 2030, ILO's fundamental conventions, UN Outer Space Treaty
2. <https://www.unglobalcompact.org/>

Our five principles

Our Code of Conduct is based on the following five principles.
These principles are described in more detail in the following pages.



PRINCIPLE 1

Business
ethics



PRINCIPLE 2

Human
rights



PRINCIPLE 3

People
and leadership



PRINCIPLE 4

Environment
SSC Environmental policy



PRINCIPLE 5

Regulatory
compliance

Our five principles

The CEO is ultimately responsible for SSC's Code of Conduct. The responsibility includes ensuring that all employees have understood and comply with the Code as well as ensuring that SSC's Code of Conduct is addressed with SSC's business partners. The CEO together with the members of the Executive Committee and their management teams shall act as role models when implementing and complying with the Code. The CEO is also responsible for ensuring that all managers and coworkers are given the tools to meet the requirements of the Code. To ensure a sustainable business it is vital that all coworkers are familiar with and have understood the Code of Conduct and what it means in terms of business practices and personal behavior. All SSC staff shall complete a training program that includes SSC's Code of Conduct. All new coworkers shall conduct the training within the first months of employment. It is the responsibility of each manager to ensure that each coworker completes the training and that the Code is being implemented. SSC has an open corporate culture that encourages coworkers to speak up and address concerns and questions that may arise.

Specific questions regarding the Code can be addressed to a coworker's direct manager, and to SSC's Head of Sustainability. SSC welcomes dialogues with employees and external stakeholders. Internally managers, HR and the Executive Committee are always available to address grievances raised by employees. Different communication channels are also available on SSCs homepage for external stakeholders to report grievances. Issues or concerns may also arise for which a person may prefer to report anonymously. This may concern such things as unethical behavior, violation of legal requirements or other violations of SSC's Code of Conduct. Therefore, SSC has a confidential reporting system referred to as "whistle blowing". All matters reported through this reporting mechanism can be made anonymously. The matters will be assessed together with an external party. Coworkers who report an incident shall be assured that they do not risk any negative repercussions. The reporting system is available through SSC's internal and external websites.

3. <https://sscspace.com>





PRINCIPLE 1

Business ethics

As a key player in the global space industry we are valued, assessed and defined by our actions in everything we do. SSC takes pride in conducting business fairly and responsibly. We treat everyone – colleagues, business partners and other stakeholders – with respect. The UN Global Compact principle regarding anti-corruption is followed⁴.

SSC ensures ethical business conduct – SSC competes fairly and does not take part in activities that restrict, hinder or eliminate fair competition. SSC abides by applicable cartel and antitrust laws, as well as regulations valid for the nations where we conduct our business. Vendors are evaluated and selected based on their ability to supply their services and products in a sound business manner, and their ability to meet the requirements in SSC's Code of Conduct.

SSC does not accept or offer bribes – SSC has zero tolerance of accepting or offering bribes or any other offer or benefit that might be perceived as an improper benefit or improper remuneration. An improper benefit doesn't have to be of financial value. An improper benefit is, or is perceived, as an encouragement for the receiver to perform their duties in an unlawful way or in a way that is disloyal to their employer or principal. This applies globally within SSC in all parts of our value chain, regardless of the business culture in a specific country, market or industry.

SSC is cautious about gifts and invitations – SSC is very cautious about giving and receiving gifts and invitations. SSC follows laws and regulations regarding anti-corruption and bribery in the countries where we operate. When in doubt, coworkers are advised to raise the matter with their supervisor or manager.

4. <https://www.unglobalcompact.org>

As a global employer, SSC is fully aware that the line between what is acceptable and unacceptable can easily be overstepped. If in doubt, the appropriate response is to politely turn down gifts or invitations. Donations to causes such as sports, science, cultural, humanitarian, or social causes shall always be approved by the manager responsible and made by the legal entity. All donations shall be recorded.

SSC avoids conflict of interest – If an SSC coworker has a personal relationship with a partner, family member or friend that has a business relationship with SSC, caution must be taken to avoid that personal interest affects the business relationship. If a possible conflict of interest is identified, the manager responsible or supervisor must be informed immediately. SSC does not provide any direct or indirect contributions to candidates seeking public office, political parties, or other political organizations. Coworkers may not receive paid leave (unless regulated by national law) for political activity and may not engage in political or religious propaganda in their work.

All SSC coworkers shall undergo training in business ethics – Training in business ethics including anti-corruption is compulsory for all SSC coworkers. It is the responsibility of each coworker to understand the business culture when entering a new market or country in order to avoid any participation in corrupt business conduct.

SSC takes deviations seriously – Any violation or deviation of the herein principle of business ethics will result in disciplinary action followed by dismissal and/or legal action, if necessary.

PRINCIPLE 2

Human rights

As a leading player in a global market, SSC recognizes and respects cultural and national differences including the rights of indigenous people. SSC supports and respects the universal declarations of human rights as defined by the United Nations⁵ and the human rights principles set out in the UN Global Compact⁶.

SSC takes responsibility – Space based applications such as communications and earth observation provide opportunities to promote human rights and positive societal development, but these services also pose risks if the services are used for the wrong purposes. Therefore, SSC acknowledges human rights violations as a business risk that needs to be appropriately mitigated. This could in severe cases lead to the cancellation of a contract.

SSC takes measures to prevent Human Rights violations – SSC has implemented the UN Guiding Principles on Business and Human Rights⁷. This means that SSC shall address adverse human rights impacts which requires taking adequate measures for their prevention, mitigation and, where appropriate, remediation. How a business meets its responsibility to respect human rights will be proportional to e.g. its size.

To ensure the above SSC has;

- a) A policy commitment through this Code of Conduct to meet SSC's responsibility to respect human rights.
- b) A human rights assessment process to identify, prevent, mitigate, and account for SSC's possible impacts on human rights. This assessment is included in SSC's business process through SSC's Sustainable Business Analysis. In high-risk circumstances, a human rights due diligence is performed.

5. <https://www.un.org/en/about-us/universal-declaration-of-human-rights>

6. <https://unglobalcompact.org/>

7. http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf

8. <http://sscspace.com/sustainability>

c) A process that enables the remediation of adverse human rights impact that SSC has caused or contributed to. More information about how to submit grievances can be found on SSC's external webpage⁸.

d) SSC is conveying these requirements to the supply chain in SSC Supplier Code of Conduct. This is an integral part of the procurement process.

SSC recognizes challenges – SSC recognizes that complying with the UN Guiding Principles on Business and Human Rights can be challenging in certain cases. However, the challenge shall never prevent SSC from addressing any issues arising internally nor externally. SSC's security committee addresses business ethics and is informed if complex business ethical matters are identified. SSC's security committee includes the CEO, the Chairman of the Board and three additional members of the Board.

SSC acknowledges human rights violations as a risk – SSC recognizes that the risk of violating Human Rights might change over time due to changes both in SSC's business operations as well as in the world around us. SSC continuously works on assessing the company's impact and transparently reports on our progress in the annual sustainability report.



PRINCIPLE 3

People and leadership

At SSC we act with respect towards each other and towards external partners. Equal rights regarding gender, ethnicity, nationality, sexual orientation and competence is always respected as we consider diversity an asset. Employment with SSC is always based on a legal agreement. SSC recognizes and supports the ILO's Conventions⁹. The core of these conventions shall be followed when the convention is farther reaching than national legislation. SSC recognize freedom of association and the right to collective bargaining¹⁰. The UN Global Compact principles regarding labor are supported and respected¹¹.

SSC employees act with respect – As a coworker at SSC, when performing our duties, we represent our company. As an SSC coworker, we should always take this into account in our behavior. This means that we as SSC coworkers are courteous in word, behavior and appearance towards our colleagues and business partners. All coworkers are entitled to be treated with respect and with consideration of each and everyone's legitimate right of integrity. All forms of discrimination and harassment are forbidden at SSC. Harassment entails all types of unwelcome behavior or derogatory comments such as sexual intimidation, racism, aggression, bullying, discrimination, violence and verbal attack. Harassment or discrimination shall be reported. Coworkers who report an occurrence of harassment or discrimination shall feel assured that they do not risk any negative repercussions.

At SSC we create a healthy and safe working environment together – SSC has the responsibility to ensure a healthy and safe work environment which includes not only physical but also mental and social well-being. SSC employees have the right to family-related leave. SSC assesses, follows up and takes action to minimize the risk of occupational injuries or illness.

SSC's coworkers may not distribute, possess, use or work under the influence of drugs or alcohol on any SSC property or in connection with any SSC operation without specific permission¹². Each coworker has a responsibility to contribute to a safe and healthy work environment by following and respecting internal policies, procedures, and instructions as well as external laws and regulations. Deviations shall immediately be reported, addressed and corrected. All managers in SSC are responsible for this within their area of responsibility.

SSC leads by example and takes responsibility – SSC's managers are leaders and are expected to be role models. A leader's behavior sets the standard for how we work at SSC. As a leader you translate strategic objectives and directions into goals and priorities, making sure that the staff understands how corporate decisions affect them and what is expected of them. Leaders within SSC are expected to communicate and facilitate dialogue with the coworkers to ensure understanding and trust in the direction of SSC and their role achieving the overall goals. At SSC, leaders are accessible. Leaders are good listeners and communicators, building trust by supporting coworkers to perform their best in a safe and healthy manner. Leaders within SSC take responsibility and ownership of situations no matter how challenging they might be. Leaders within SSC see to the best interest of the company, support each other and their staff and strive to create "One Global Company" where every coworker is respected and feels appreciated for their competence and personality.

9. International Labor Organization (ILO) http://www.ilo.org/wcmsp5/groups/public/@ed_norm/@declaration/documents/publication/wcms_095895.pdf

10. http://www.ilo.org/global/docs/WCMS_233362/lang-en/index.htm

11. <https://unglobalcompact.org/what-is-gc/mission/principles>

12. Valid permit are e.g. company staff or customer events, prescriptions issued by medical doctors for medicinal pharmaceutical use

PRINCIPLE 4

Environment

At SSC we regard environmental sustainability as a foundation for our operations and a key for our future growth and profitability. SSC recognizes the necessity of actively contributing to combat global environmental challenges. We respect and support the UN Global Compact principles regarding environment¹³. SSC recognizes the necessity of combating global environmental challenges and acknowledges the targets set in the Paris agreement.

SSC focuses on protecting the environment we operate in – At SSC we understand that our businesses have an impact on the environment, and we take responsibility

- a) SSC protects the environment and acts to continuously minimize our environmental impact as much as possible, and we always consider environmental consequences when using company resources.
- b) SSC uses information and communication technology to minimize CO2 emissions.
- c) SSC commits to the Paris agreement and has a Net zero Climate emission goal to 2040 covering the full value chain.
- d) We design our physical sites and systems to ensure minimal energy consumption.

e) SSC always complies with environmental laws and regulations.

f) SSC adheres to the precautionary principle in planning and operations, choosing the most environmentally friendly alternative with the least long-term adverse environmental impact when procuring and/or developing new services or products, as well as when carrying out business operations.

g) SSC handles hazardous waste and substance in a professional way to ensure safe and healthy business operations. We use the substitutional principle to use less hazardous chemicals whenever feasible.

h) Material shall be recycled and re-used in all cases possible.

SSC promotes green missions – At SSC we take pride in supporting and promoting missions that benefit the environment, such as earth observation and supporting scientific research on climate change. We also take pride in participating in missions actively contributing to a sustainable future environment. SSC will continuously strive to make partnerships with stakeholders, partners on the customers end and supplier end to reach our high ambitions of Net zero emissions

¹³. <https://www.unglobalcompact.org/what-is-gc/mission/principles>



PRINCIPLE 5

Regulatory compliance

SSC's position in the global space industry puts high requirements on understanding not only local but also national and international regulations and legal requirements. Examples of such laws are export control, embargo and sanctions etc. It is therefore important to have a broad understanding of laws and regulations that might affect SSC's operations globally.

SSC complies with laws and regulations – At SSC we comply with laws and regulations of the nations in which we operate and nations we are associated with to ensure safe and healthy business conduct for both people and the environment. SSC recognizes and supports international conventions and soft laws¹⁴ – The core of these common conventions and soft laws shall be followed when more far reaching than national legislation.

SSC maintains accurate accounting – SSC's accounting shall be correct and in keeping with all applicable standards. This applies to each individual business activity. All coworkers have a responsibility to maintain accurate accounting and documentation in order such as travel expenses, time sheets and purchase orders to ensure compliance and efficient management.

SSC pays taxes in the countries where we operate – SSC always pays taxes according to national laws and regulation in the countries where we operate and within the framework of our business and operating principles. SSC shall never take part, or be associated with, business opportunities that actively involve tax avoidance.

SSC respects business integrity – At SSC we respect the integrity of our own company as well as the integrity of our business partners. This means that we treat sensitive equipment, intellectual property and information according to national and international laws and regulations as well as respect business agreements and contracts.

SSC protects business assets – Security is part of our brand. At SSC we protect ours as well as our business partners' physical and intangible assets including information. SSC always adheres to internal security policies and instructions, as well as our customers' security requirements.

¹⁴ UN Global Compact: <https://www.unglobalcompact.org/>

UN Guiding principles on business and human rights: http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf

OECD Guidelines for Multinational Enterprises: <http://www.oecd.org/corporate/mne/>

SDG and Agenda 2030: <http://www.un.org/sustainabledevelopment/development-agenda/> ILO's fundamental conventions <http://www.ilo.org/global/lang-en/index.htm>

UN Outer Space Treaty: <http://www.unoosa.org/oosa/en/ourwork/spacelaw/treaties/introouterspacetreaty.html>

SSC mission and values

SSC mission is to help earth benefit from space.

SSC's values:

CUSTOMER PASSION

Exceed expectations
Always walk the extra mile
Be flexible and solutions oriented
Spend wisely

COLLABORATION

Trust others and share knowledge
Value everyone's individual strengths
Be responsive
Believe we are stronger together

CARE

Act proactively before an issue arises
Talk to and not about colleagues
Act sustainably
Treat others with respect

CURIOSITY

Embrace innovation
Listen with an open mind
Explore new ways of thinking
Learn from failures and successes

COURAGE

Manage risks to create success
Challenge the status quo
Take responsibility for your actions
Speak up and dare to be yourself



Swedish Space
Corporation