



Memorandum of Understanding

This Memorandum of Understanding (hereafter referred to as the MoU) has been agreed between Systembolaget Aktiebolag (a duly incorporated Swedish company with org no. 556059-9473 (Systembolaget) and the International Union of Food, Agricultural, Restaurant, Catering, Tobacco and Allied Workers Association (IUF).

Systembolaget is a state owned company holding a monopoly on the retail sale of alcoholic beverages above 2.25 percent in Sweden.

The IUF is the global trade union federation representing workers throughout the food chain.

This MoU has been agreed between Systembolaget and the IUF in response to shared concerns about working conditions in the global alcohol beverage industry and its supply chain for agricultural raw materials. Systembolaget recognizes the IUF as the representative international trade union federation in the food and agricultural sector including the alcohol beverage industry and its supply chain.

Systembolaget and the IUF have a common interest in improving working conditions in the alcohol industry and its supply chain for agricultural raw materials for alcoholic beverages, including through workers exercising their rights to be in a trade union and to negotiate collectively as stated in Systembolaget's General Terms & Condition (GTC).

Systembolaget's GTC require that all suppliers of alcoholic beverages to Systembolaget produce the supplied beverages in accordance with the BSCI Code of Conduct 2.0. The BSCI Code is based upon relevant, external international standards, notably the OECD Guidelines for Multinational Enterprises and the core ILO Conventions.

The parties therefore agree:

- to have regular meetings between the senior management of Systembolaget and representatives from IUF including Unionen - the union representing the majority of workers employed at Systembolaget, both at national and company level. To exchange information on working condition in production of raw materials for alcoholic beverage, specifically potential and actual breaches of national law and international standards. Reported incidents will be investigated by Systembolaget and the actions taken by Systembolaget will be reported back to the working group.
- These meetings shall take place four times a year (usually two physical meetings in an agreed venue and two virtual meetings) and an agenda will be agreed 2 weeks before the meeting.
- that the parties individually shall bear the cost of participating in these meetings and nothing in this MoU shall be construed, interpreted or understood as obliging a party to remunerate the other party for any obligation or cost arising out of this MoU.

- between these meetings, ongoing communications will be maintained through identified contact persons.

Either party has the right to terminate this Memorandum of Understanding at any time and without any notice period. Such termination shall be in written form.

*Magdalena Gerger, CEO
For Systembolaget*

*Ron Oswald, General Secretary
For the IUF*

*Maria Nilsson President
SPF Unionen at Systembolaget*

*Martin Linder President Unionen
Witness of agreement*