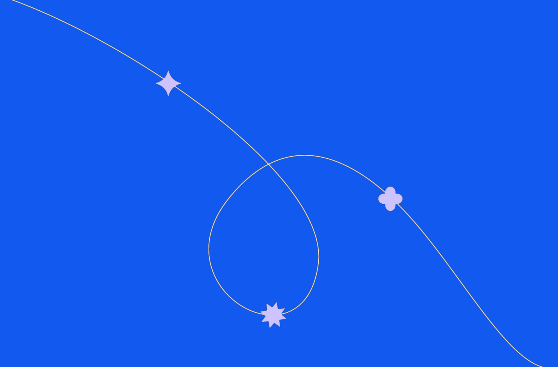




Bokio

Code of Conduct for Suppliers

Last updated 19 August 2026

Bokio's Vision

At Bokio, our mission is to make it easy for everyone to run their business. Our belief is that **bookkeeping should not stand in the way of dreams.**

As part of the Visma Group, we combine our entrepreneurial spirit with the stability of a leading European software house.

We expect our suppliers to share this commitment to innovation, transparency, and efficiency. We want partners who help us build a better society for small business owners.



Shared Values and Common Standards

This Code of Conduct is aligned with [Visma's Governing Documents](#) and covers four essential areas:

1. Human rights and labor: Treating everyone with respect and dignity.

2. Integrity and ethics: Business on a fair and ethical basis.

3. Security and privacy: Protecting the data that fuels automation.

4. Environmental responsibility: Taking a precautionary approach to our planet.

Human Rights and Labor Standards

- **Diversity and Inclusion:** No unlawful discrimination is tolerated. We value different perspectives, just as we value the diverse entrepreneurs we serve.
- **Fair Wages:** All workers must receive equal pay for equal work and be paid on time.
- **Health and Safety:** A safe physical and psychological working environment is mandatory.
- **Zero Tolerance:** No forced, bonded, or child labor.



Business Ethics and Integrity

- **Anti-Corruption:** Zero tolerance for bribery, kickbacks, or any form of corruption.
- **Fair Competition:** We compete on the merit of our automation, and we expect our suppliers to follow all competition laws.
- **Conflict of Interest:** Suppliers must disclose any situation where a conflict of interest might arise with Bokio or Visma employees.



Security, Privacy and AI

- **Data privacy:** Bokio handles sensitive financial data. Suppliers must comply with GDPR and maintain high security standards.
- **Confidentiality:** Safeguard Bokio's intellectual property and trade secrets.
- **Innovative ethics:** As we use automation and AI to simplify accounting, we expect suppliers to use technology responsibly and ethically.





Environmental Sustainability

- **A precautionary approach:** We expect suppliers to identify and mitigate their environmental risks.
- **Renewable energy:** Shifting toward green energy and reducing CO2 emissions wherever possible.
- **Digital efficiency:** As a cloud-based company, we prioritize suppliers who optimize their digital footprint and resource usage.

Compliance and Reporting

- **Monitoring:** Bokio may assess or audit suppliers to ensure these principles are being lived.
- **Reporting breaches:** If you notice a violation, you are expected to report it.

You can contact Bokio's Legal team directly at legal@bokio.se or use one of our whistleblowing channels.

- Bokio whistleblowing channel: <https://www.bokio.se/whistleblowing/>
 - Visma whistleblowing channel: <https://www.visma.com/whistleblowing>
- **The bottom line:** We value progress over perfection. If a breach occurs, we expect transparency and a plan for rectification.



Relevant Links

Bokio Whistleblowing Channel: <https://www.bokio.se/whistleblowing/>

Visma Whistleblowing Channel: <https://www.visma.com/whistleblowing>

Visma Governance Framework: <https://www.visma.com/sustainability/governance>

Visma Supplier Code of Conduct:
<https://www.visma.com/ethics-and-compliance/supplier-code-of-conduct>

Thank you for your cooperation.