

# Code of Conduct

The Code of Conduct, together with the rules for company management and the Group's policies and guidelines, provides a framework for our operations. The code applies to employees, management and board members.

The Code of Conduct also shows what we expect from our business partners.

The Code of Conduct gives comprehensive guidance in eight areas.

Code of conduct:

1. Respect for human rights
2. Good working conditions
3. Reduced environmental impact
4. Good business ethics
5. Responsible purchasing
6. Product liability
7. Social commitment
8. Transparency

## 1. Respect for human rights

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We treat all employees fairly, worthily and with respect.

- We value and develop diversity among our employees.
- We do not give any one special treatment regarding their employment or duties.
- We do not harass, threaten or discriminate against colleagues or business partners.
- We respect the right of the employees to organize and negotiate a collective agreement. We also respect the right of an employee to refuse to join a union.
- We do not permit child labour, illegal labour or forced labour.
- We ensure that employees under 18 years of age do not carry out risky work.

## 2. Good working conditions

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*We offer good working conditions and opportunities for personal development.*

- We create good relations with our employees and expect involvement in the company's development.
- We offer employees the opportunity to develop knowledge and skills. This is to increase professional ability and strengthen personal and economic development.
- We do not compromise on health and safety issues.
- We take preventative measures to reduce the risk of accidents and work injuries.
- We pay wages and remuneration according to agreements and according to legislation and regulations. We reward good performance and extraordinary efforts.

## 3. Reduced environmental impact

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*We consider the environment at every stage of our value chain.*

- We strive for increased use of renewable energy, conserving natural resources, reduced emissions to air and water, and reduced waste.
- We have a comprehensive view of environmental issues – from product development until the product is worn out.

- We identify risks to people and the environment and apply the precautionary principle.

#### 4. Good business ethics

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*Our business relationships and business methods are based on compliance with legislation and the application of good business ethics.*

- We make demands for honesty and integrity in all parts of our operations and expect the same from our business partners.
- Bribes are prohibited. All forms of remuneration to business partners must only refer to actual goods or services.
- Gifts and other benefits must not exceed local customs and must be in line with local legislation.
- We follow competition legislation and work for fair competition.
- All employees must avoid conflict of interests between private economic issues and the company's business operations.
- All employees have the right to report economic and other inappropriate irregularities without the risk of negative personal consequences (whistleblower principle).

#### 5. Responsible purchasing

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*We make responsible purchases and place requirements on our suppliers.*

- We only work with suppliers who meet our Code of Conduct.
- We make demands of our suppliers and evaluate them both before and during our collaboration.
- The suppliers are encouraged to introduce a certified management system for quality, environment and working environment.
- We regularly follow up supplier performance. This may mean demands for improvement or that a collaboration is stopped.

#### 6. Product liability

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*Our products' function, quality, safety and environmental characteristics are the most important conditions for our continued development.*

- We strive to make our products contribute to sustainable development when they are used by the customer – energy efficiency, ecodesign and lifecycle thinking are important keywords for us.
- Our products must fulfil agreements and legal norms and standards regarding health and safety during use.
- We have relevant and clear information about safe and environmentally adapted installation, use, maintenance, storage and final disposal.
- We ensure that the customer gets fast responses to product questions and requests for information.

#### 7. Social commitment

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*We are involved in the networks and communities where we are active.*

- Where possible we will engage with the communities where we have operations and strive to appoint and develop local employees and managers.
- We work for the next generation to have increased knowledge of our processes and products and apply to our company.
- We are active in development collaboration with industrial networks, universities and research institutions.
- We prioritise grants and sponsorship agreements that benefit the places where we work and support our values and strengthen the relationships with customers and partners.

- We do not contribute to or involve ourselves with political parties, politicians or political organisations.

## 8. Transparency

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*Our communication is straight, honest and follows applicable legislation, regulations and standards.*

- We maintain close relationships with our stakeholders where the communication is based on regular contact, clarity and good ethics.
- All employees must respect the applicable regulations regarding confidentiality of information that is owned by the company and our business partners. This also applies to information that could potentially affect our competitiveness and long-term survival.