

Code of Conduct

1. Respect for each other and others

- Treat all colleagues, customers, and partners with respect and dignity.
- Discrimination, harassment, or bullying is not tolerated in the workplace.

2. Safety and health

- Follow all safety regulations and use necessary protective equipment when required.
- Report all incidents, risks, accidents, or unsafe situations to management immediately.

3. Responsibility and professional integrity

- Perform work with accuracy and to the best of your ability.
- Follow instructions when provided.
- Adhere to agreed deadlines and notify in advance of any obstacles.

4. Environmental responsibility

- Work to minimize waste and the use of hazardous materials.
- Follow guidelines for the use of chemicals and report incidents immediately.
- Follow recycling and waste handling guidelines.

5. Quality and customer focus

- Always work with the customer in focus, strive for the highest quality in every product and meet desired delivery times.
- Receive and act on feedback from customers and continuously improve processes.

6. Use of company resources

- Use company resources (e.g., equipment, materials, and time) responsibly.
- Prevent and report any misuse of company resources.

7. Confidentiality and information

- Handle company information confidentially and share it only with authorized parties.
- Respect customer and supplier confidentiality and protect their information.

8. Communication

- Use a professional and constructive tone in all communication, both internally and externally.

9. Compliance with laws, regulations, and agreements

- The company follows Sweden's labor laws and human rights and does not tolerate child labor or corruption. The company has agreements with trade unions and allows membership while following the agreed regulations within them.

This code of conduct is intended to ensure a safe and respectful working environment, as well as to strengthen our reputation and trust with customers and partners. If you have questions about these guidelines, please contact management.

Adopted by management on 2024-11-11