

# CODE OF CONDUCT

We are careful to **adhere to Swedish laws and ethics in the labour market**, ensuring compliance with all regulations, laws, and collective agreements governing working hours, wages, and employment contracts.

Our core values— **professionalism, transparency, respect, integrity, and trust**—guide our actions. We are committed to maintaining a safe work environment, promoting respectful behaviour, and promote professional relationships. We only collaborate with qualified, reliable companies and suppliers, ensuring payment of taxes, pensions, and invoices on time.

**We do not accept corruption and unfair practices**, and we do not offer or accept payments that could violate laws or ethical principles. Our partners are chosen to avoid conflicts of interest. Additionally, we prioritize data protection and information security in accordance with legal requirements.

As part of our social responsibility, **we strive to minimize our environmental impact**. We respect the interests of individuals and businesses outside our organization and take responsibility for both current and future generations. We work actively with the global goals for sustainable development to ensure a positive impact on the environment and society.

We are committed for our **employees' rights and obligations, and we do not tolerate discrimination or harassment**. We support equal opportunities for everyone, regardless of background or personal characteristics, and we pay special attention to those with special challenges, such as the disabled, the seriously ill, the elderly, and families with children.

**We protect our company's assets**, ensuring that intellectual property rights and confidential information are handled with care. Company decisions must remain free from personal relationships.

It is the **responsibility of every employee and suppliers** to follow our code of conduct and any moral deviation is unacceptable. If anyone violates these principles, immediate action will be taken.



André Lundberg, VD