
	Subject: Code of Conduct				Level: Policy 
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1) Purpose

The purpose of this code of conduct is to describe the company's position on human rights, principles and rights at work, wages and working hours, the environment and health and safety.

2) Scope

This code of conduct applies to the company and all its employees and also all suppliers and subcontractors to the company.

3) Responsibility

"The company wants to be an attractive employer, where employees enjoys, develop and have fun. Our management philosophy emphasizes the importance of creating job satisfaction and motivation by stimulating everyone to use all their skills, knowledge and ambition in their work."

Management responsibility

Our managers have a far-reaching responsibility to ensure that the workplace and other conditions are ensured in terms of protection against physical and mental illness, accidents and stress injuries. This presupposes knowledge of current legislation and safety requirements within the company. We will strive to provide new tasks to employees who, due to ill health and accidents, cannot continue within their regular work. We will analyze our work environment-related risks and establish goals, action programs and routines for following up and improving the business' work environment performance.

Employee responsibility

Each employee must show personal responsibility for health and the environment in their daily work. It is up to everyone to not only follow instructions and routines, but also to be aware of and report risks and threats to a good working environment. Employees should not be under the influence of alcohol or other drugs at work. Employees with alcohol or drug-related problems shall seek help from therapists and doctors, privately or through occupational health care.

Individual influence

We give our employees opportunities to influence the content of the work and to develop themselves professionally and personally. We do this i.a. by delegating responsibilities and roles as far as possible.

Employee appraisals

We conduct regular employee appraisals between manager and employee where the individual's professional and personal development is in focus. Through the employee appraisals, conditions are created for goal management and individual development plans

4) Definitions

N/A

5) Procedure

EQUALITY & DIVERSITY

"The company distances itself from discrimination, harassment and negative discrimination. We must be a diversity-oriented company that values differences in terms of, for example, gender, age, ethnic origin, nationality, sexual orientation or religious belief".

Discrimination and harassment

If discrimination, harassment or other form of negative discrimination should nevertheless occur, we must have clear routines for investigating and stopping it. We strive for equal conditions and opportunities for all employees, regardless of gender, age, ethnic or national origin, religion, disability, sexual orientation or any other factor.

Political and religious activities

We do not indulge in our employees' personal beliefs or political opinions. The practice of religion, such as personal prayer, dress code, and dietary considerations, should be permitted as far as possible, as long as it does not endanger the health and safety of others or seriously interfere with activities.

Religious and political propaganda should not be conducted during working hours or on company premises.

Reward principles

The company's salary setting principles are based on the salary being a remuneration for work performed and reflecting the employee's work results performed in relation to established goals. Our reward principles are non-discriminatory and clearly communicated to all employees.

Individual wage setting

Wage setting is individual and market-adapted to attract, retain and motivate talented employees.

Salary discussion

Each employee is entitled to an annual individual salary discussion.

Employee influence

Through increased competence, greater responsibility and performance, each employee can influence their salary.

ENVIRONMENT

The company strives to reduce waste and emissions to the atmosphere, land and water. The company handles chemicals in an environmentally safe way and stores and disposes of hazardous waste in an environmentally safe way. Noise, dust, odors, particles and all other sources of local nuisance are identified by the company and minimized if possible. The company strives to minimize the environmental impact along each step of the product's life cycle.

HEALTH AND SAFETY

The company provides a safe working environment that complies with or exceeds national laws and regulations. Employees are informed of all risks associated with their duties and employees have access to personal protective equipment when needed. The company have implemented plans for emergencies. All workers are made aware of these plans.

Workers have access to clean toilets, drinking water and sanitary cooking, storage and dining area.

In addition, the company expects all suppliers and subcontractors to respect and comply with the basic points set out in this code of conduct.

6) Referenser/Refererences

N/A