

Code of Conduct

This Code of Conduct serves as a guide for all employees, consultants, and business partners. Its purpose is to ensure that we act ethically, legally, and responsibly in all aspects of our operations. The Code is based on international principles such as the UN Global Compact and the ILO Core Conventions. All employees have a personal responsibility to be familiar with and comply with the Code, and to contribute to a culture where ethical issues are openly discussed.

1. Our Values and Corporate Culture

We strive for a culture characterized by respect, accountability, transparency, and innovation. All employees are expected to contribute to a work environment where collaboration, open dialogue, and professional conduct are the norm. Our values should permeate everything we do – from internal meetings to customer relations and external partnerships.

2. Compliance with Laws and Regulations

We comply with all applicable laws and regulations, including labor law, environmental legislation, financial reporting and competition rules. We respect intellectual properties and patents and copyrights. We follow national economic sanctions if applied. It is each employee's responsibility to be aware of the rules relevant to their area of work. In case of uncertainty, one should always consult their manager or the company's legal function.

3. Work Environment and Safety

A safe and secure work environment is a fundamental prerequisite for our operations. We work proactively with risk assessments, training, and protective equipment. All employees are responsible for following safety procedures, reporting incidents, and contributing to a culture where safety is prioritized.

4. Human Rights and Equal Treatment

We respect and promote human rights throughout our operations. Discrimination, harassment, or other degrading treatment is not tolerated. Child labor, forced labor, and discrimination are prohibited. No individuals under the age of 18 are employed. We actively work to create an inclusive workplace where everyone is treated fairly, regardless of gender, age, ethnicity, religion, sexual orientation, or disability. We support good working conditions, freedom of association, and the right to collective bargaining.

5. Environmental Responsibility and Sustainability

We take responsibility for our environmental impact and continuously work to reduce emissions, waste, and energy consumption. Sustainability is an integral part of our strategy, and we encourage innovation that contributes to a greener future. All employees are expected to act in an environmentally conscious manner in their daily work.

6. Conflicts of Interest

Employees must avoid situations where personal interests may affect the objectivity of business decisions. Examples include private business relationships with suppliers or receiving undue benefits. All potential conflicts of interest must be reported to the immediate manager for assessment.

7. Bribery and Corruption

We have zero tolerance for all forms of bribery, corruption, and undue influence. It is prohibited to offer, request, or accept gifts, services, or other benefits that may influence business decisions. All business transactions must be transparent and documented.

8. Confidentiality and Information Security

Company information, customer data, and personal data must be handled with the utmost confidentiality. We comply with applicable data protection legislation (e.g., GDPR) and have internal procedures for information security. All employees must protect the company's digital and physical assets from unauthorized access.

9. Use of Company Resources

Company resources – such as computers, vehicles, tools, and materials – must be used responsibly and only for work-related purposes. Misuse or waste of resources is not acceptable. It is also important to follow the IT policy to avoid security risks.

10. Social Media and External Communication

All communication made in the company's name must be accurate, respectful, and aligned with our values. Employees must not speak on behalf of the company without authorization. Use of social media should be exercised with discretion and must never harm the company's reputation.

11. Reporting Misconduct

We encourage everyone to report suspected violations of this Code or other misconduct. All reports are handled confidentially and with respect for all parties involved.

12. Responsibility and Compliance

All employees are responsible for complying with the Code of Conduct. Managers have a particular responsibility to lead by example and ensure that their teams are informed and trained. Violations of the Code may result in disciplinary actions, including termination of employment.

Mattias Ringström

ELE Forsa AB 2025-06-25

