

Human Rights and Working Condition Policy

Through this policy, ELE Forsa makes a commitment to respect and support international human rights standards, understood, at a minimum, as the International Bill of Human Rights and the ILO's Declaration on the Fundamental Principles and Rights at Work.

In Sweden, human rights are protected by constitution and other regulations. The European Convention on Human Rights (ECHR) is a Swedish law (SFS 1994:1219).

We are living in a time when it is more vital than ever before that international agreements and norms on human rights are respected and viewed with utmost seriousness. This policy shall be regarded our "social licence to operate". It shall respond to relevant stakeholder expectations and send a clear signal that we are striving to embed human rights into our operational policies and procedures. We believe that we can influence others through leading by example.

We are committed to comply with effective law.

Human rights refer to basic standards of treatment to which all people are entitled. There are provisions on labour/workplace rights as well as provisions on non-labour rights. All human beings also depend on the environment in which we live. A safe, clean, healthy and sustainable environment is integral to the full enjoyment of a wide range of human rights, including the rights to life, health, food, water and sanitation.

For ELE Forsa, this means ensuring that our products are manufactured under conditions that demonstrate respect for people and environment throughout the supply chain including the use of our products.

ELE Forsa works against corruption in all its forms, including extortion and bribery. We condemn hate crime, racist organisations and segregation. We shall provide equality of opportunity and treatment for the purposes of eliminating discrimination based on race, colour, gender, sexual orientation, gender identity, religion, political opinion, nationality, social origin and status, indigenous status, disability, age or other status of individuals unrelated to the individual's ability to perform work.

We respect the importance of indigenous peoples' culture, heritage and traditional rights and supports the identification, recording, management and protection of indigenous cultural heritage sites. Sweden's national minorities are the Jews, Roma, the Sami, the Swedish Finns and the Tornedalers. We are against all forms of forced eviction. Forced labour and child labour is forbidden at ELE Forsa and we expect the same rule from our business partners.

We are committed to an open and constructive dialogue with our employees. The company upholds the freedom of association and the right to collective bargaining.

We apply fair labour practices and follow applicable national labour standards. Furthermore, we provide fair wages and benefits as well as working hours in accordance with national law and applicable collective agreements.

The company upholds the freedom of association and the effective recognition of the right to collective bargaining. We apply fair labour practices and follow applicable national labour standards. Furthermore, we provide fair wages and benefits as well as working hours in accordance with national law and applicable collective agreements. We will only do business with partners who pay employees at least the minimum wage required by local law or the prevailing industry wage and who provide all legally mandated benefits.

We believe that injuries and occupational illnesses, as well as safety and environmental incidents, are preventable, and our goal for all of them is zero. We work with this through our health and safety management system according to AFS 2001:1.

We encourage our employees to fully utilize their potential by offering training and education opportunities.

Our workplace shall be recognized by respectful communication.

Mattias Ringström
ELE Forsa AB 2025-06-25

