

## **Code of conduct**

### **Bror Tonsjö's code of conduct with our partner/suppliers**

This Code of Conduct is a guideline for how we work together with you as partner in an ethical, social and environmental manner, based largely on international conventions. For example, the UN Convention on the Rights of the Child, the UN Declaration on Human Rights and the UN ILO Declaration on Fundamental Principles of Labor Rights. You have adopted this Code of Conduct to ensure that all your employees and partners are aware of what is expected of them. An annual review of our Code of Conduct determines the need for evaluation and possible revision of this.

You will act as a reliable and reputable company that lives up to its commitments. You believe in long-term business relationships with Bror Tonsjö AB and where you, together with your business partners, create the basis for financial results, taking into account the environment and social commitment.

### **Impartiality**

You and your business partners shall not reward or benefit that violate applicable law or reasonable and proven business practices. You as partner shall refrain from participating in all forms of corrupt business activity and our business relations shall be characterized by impartiality.

### **Neutrality and openness**

You work for open communication with us and your stakeholders in the context of the preservation of business secrets. You take a neutral position in terms of party policy issues

### **Human Rights**

You will support and respect the protection of internationally claimed human rights, not least children's rights, and ensure that the company does not participate in violating these rights. You recruit and provide employees with equal opportunities and treatment regardless of sex, marital status, ethnic or national affiliation, sexual orientation, gender identity, religion, political opinion, age or disability.

### **Working hours and salaries**

You shall comply with applicable laws, agreements and industry standards regarding working hours and salaries.

## **Working environment**

You will offer your employees a safe and healthy work environment and you aim to minimize work-related accidents and personal injury. You have competent leaders who create a good work environment where employees feel job satisfaction and well-being. The company strictly adheres to regulations and laws in the area.

## **Environment and Sustainable Development**

In your environmental work you strive to meet or exceed the requirements of current legislation. You consider the environmental impact before introducing new raw materials, products and production equipment. You work with setting environmental requirements for our business partners. You continually develop your environmental work by formulating new goals by having a regular follow-up.

## **Responsibility and follow-up**

Your Code of Conduct will be continuously monitored in the business. Your employees are responsible for following your Code of Conduct and other applicable policies and guidelines. Your managers are responsible for informing and presenting the Code of Conduct's content and importance to its part of the organization.

I have read the above Code of Conduct and I undertake to follow this.

Date: \_\_\_\_\_

Sign: \_\_\_\_\_

Print name: \_\_\_\_\_

Company: \_\_\_\_\_