

# Code of Conduct

 **ELPROMAN**

## Purpose

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We at Elproman AB work hard to make sure that the integrity of the company remains a priority throughout our value chain. Because of this Elproman declares the following Code of Conduct.

### Legal Compliance

We shall follow all applicable international, national and relevant laws and regulations as well as local work environment and labor legislations.

### Human rights

We are committed to respecting and upholding internationally recognized human rights as outlined in the **UN Guiding Principles on Business and Human Rights (UNGPs)**. This includes ensuring fair and safe working conditions, prohibiting forced and child labor, and promoting equality throughout all operations and supply chains.

All employees, partners, and suppliers are expected to adhere to these principles and integrate them into their practices. Elproman conducts assessments to identify, prevent, and address any potential or actual human rights risks. Suppliers are required to uphold these standards and ensure the same level of commitment within their own supply chains.

Violations of these principles will not be tolerated and may result in termination of business relationships.

#### To uphold this commitment, we:

- Conduct due diligence to identify and address human rights risks.
- Collaborate with suppliers to ensure ethical practices.
- Train employees to uphold advocate for human rights.

### Labor Standards

Elproman promotes equal opportunities for and treatment of all employees regardless of skin color, race, nationality, social background, disabilities, sexual orientations, political or religious conviction, sex, gender identity or age. New recruitment of employees based on skills and experience.

As far as legally possible, we respect the right of free association of employees and neither favor nor discriminate against members of employee organizations or trade unions.

Elproman complies with the maximum number of working hours laid down in the applicable laws, provides fair remuneration and guarantees the applicable national statutory minimum wage.

A safe working environment free from discrimination, harassment and bullying provided for all employees.

Elproman has an uncompromising approach to drugs. Our objective is for the company to be free of substance abuse. An alcohol-free and drug-free workplace is a necessary requirement for our employees' security, work climate, health and safety.

Elproman prohibits behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.

<b>Category</b>	<b>Approved by</b>	<b>Approved date</b>	<b>Document number</b>
Policies	Sophie Österman	2024-11-15	Q0211L

No workers shall be under the age of 15. Minors are not employed for any hazardous work and shall not do work that endangers the child's personal development.

Elproman should provide training and ensure that employees are educated in health and safety issues, regulations and measures. Elproman takes responsibility for the health and safety of all employees and makes every reasonable precaution possible in preventing accidents and occupational diseases.

### Anti-Corruption

Elproman does not tolerate and will not engage in any form of corruption or bribery, including improper offers for payment to or from employees, or organizations.

We shall not offer customers, potential customers, governments, and agencies of governments or any representatives of such entities, any reward or benefits that violate with applicable laws or reasonable and generally accepted business practice.

Employees must not accept payments, gifts, or other kinds of reimbursement from a third party that could affect their objectivity in their business decisions.

### Environment

Elproman acts in accordance with the applicable statutory and international standards regarding environmental protection. We aim to minimize environmental pollution and make continuous improvements in environmental protection.

We shall routinely audit, follow up and report on our environmental performance. Procedures and standards for waste management, handling of hazardous and dangerous materials must meet or exceed minimum legal requirements.

### Supply chain

We continuously work to promote among our supplier's compliance with this Code of Conduct. We comply with the principles of nondiscrimination with regard to supplier selection and treatment.