

Code of conduct

”We want to make road for a sustainable development where our needs does not jeopardize future generation’s needs.”

Smålandshamn AB’s (SHAB) follows FN’s organizational initiative “Global Compact” and its principles, and ILO’s core conventions, and the guidelines in SS 854000:2014, SS-ISO 26000:2010 and SS-ISO 20400:2017. Our code of conduct (COC) emphasizes the values, principles and responsibilities that controls our relations with stakeholders and how we take responsible for our sphere of influence. The COC shall, together with binding requirements, our operational policy, other relevant policies and voluntary initiatives emboss of how we deal with and constantly improving our commitments regarding quality, external environment, working environment, CSR and sustainability.

We practice due diligence to identify actual and potential negative social, environmental and economic impact that can be caused by our organization. We want to work towards avoiding and mitigate negative effects during the whole life cycle for our organizational activities in all directions.

Social responsibility

There shall be awareness of, shown respect for and apply equally human rights regardless employment type. All workers have association-rights to defend interests to get involved and negotiate collectively, individually or renounce membership in trade unions. SHAB do actively distances from slavery, forced labour, human trafficking and child labour. We shall continuously work for equality, diversity and inclusion while preventing and countering discrimination and abuse in all forms. Applicable laws, agreements and other binding requirements regarding working time, salary and promotion shall be followed. SHAB aims to ensure safe and secure working environment conditions that shall work to prevent ill-health and accidents in our systematic internal-environmental work. We work for good road-safety by acting in accordance with current legislation and constantly having a risk- and safety-approach. SHAB must actively contribute to the development of society through collaborations with other organizations or foundations where disputed financial decisions must not occur, the aim should contribute to fair business benefit.

Environmental responsibility

SHAB are committed to taking the organizations activities into account from a life-cycle perspective to avoid and minimize environmental impact. We have awareness of our significant environmental aspects regarding energy consumption and emissions to air and water. With us, environmental issues are an integral part of our business where we, through measurement, identification, assessment, action, control and continuous improvement as well as through routines and other documentation, actively take responsibility for our systematic environmental work. We take responsibility for compliance of current environmental legislation and binding requirements through review. Working for the long-term and according to the precautionary principle from an environmental point of view are for SHAB some of the main principles for sustainability and CSR.

Sustainable and ethic purchase and economical responsibility

SHAB shall obtain good morale business-ethic through our organization and in relations with customers, suppliers and other stakeholders. We do not carry out procurement of goods containing conflict minerals originating from high-risk or conflict-affected areas in accordance with the EU 2017/821- We will counteract the occurrence of bribery and corruption with us as well as with subcontractors. SHAB shall be considered as a responsible and reliable partner, where no misleading information of products or performance should be given. All stakeholders

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in the purchase-chain must be treated fairly and without prejudice where information security must also be integrated. All financial transactions must be accounted for in accordance with accepted accounting principles, laws, rules and norms where all financial reporting must be reliable. For us, good service and high customer satisfaction are central, therefore we work systematically through measuring customer satisfaction and to address any shortcomings promptly.

Whistleblowing

SHAB's co-worker, customers, supplier and other stakeholders are asked and invited to report suspect serious misconduct and violations of the COC. We must follow the laws, guidelines and standards regarding protection against retaliation for workers who sound alarms about serious misconduct. All stakeholders should feel safe to sound alarms internally, to employee organization or externally.

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Niclas Strömqvist, acting CEO