



## Policy

Dokumentnamn <b>Code of Conduct (English)</b>	Dok. nr POL 110	Utgåva 1
Utfärdare Lars Lindh	Godkänd av: Thomas Smedberg	Sida 1 av 2
		Giltig från 2023-01-02

### Human Rights and Working Conditions:

#### *Human Rights and Work Environment:*

We prioritize a safe work environment where the health and well-being of all employees are of utmost importance. Each employee should work in a secure and safe environment.

#### *Equal Treatment and Diversity:*

We promote a culture where every individual is treated with respect and dignity regardless of gender, ethnicity, religion, age, disability, sexual orientation, or background.

#### *Zero Tolerance for Offensive Treatment or Discrimination:*

We do not accept any form of offensive treatment, harassment, or discrimination in any form.

#### *Child Labor:*

We explicitly reject the use of child labour in all parts of our operations and supply chain.

#### *Forced or Debt Labor:*

We do not accept forced labour or bonded labour in any part of our operations or supply chain.

#### *Freedom of Association:*

We respect and uphold the right to freedom of association, where employees have the right to form and participate in trade unions.

#### *Fair Employment Conditions:*

We strive to offer and maintain fair and just employment conditions for all our employees.

#### *Respect in social media:*

Employees are expected to show respect for each other and the company when expressing themselves on social media or other public forums.

#### *Political Neutrality:*

We do not make political contributions and ensure that our workplaces remain politically neutral.

#### *Transparency and Accurate Information:*

We provide the media with open and accurate information about the company, its operations, and achievements.

#### *Protection of Information:*

We value and protect the company's and our customers' confidential information.

### Complaints and Whistleblowing:



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We encourage an open culture where employees can voice complaints and report any irregularities without fear of retaliation. Whistleblowers should be treated with respect, and their reports handled confidentially and seriously.

### **Environment:**

#### *Climate and Environment:*

We care about the climate and strive to minimize our environmental impact by adopting sustainable business principles and practices.

#### *Reduction of Environmental Impact:*

We actively work to reduce the negative environmental impact of our operations by identifying and implementing improvements throughout our business.

### **Supply Chain:**

We require all actors within our supply chain to follow our ethical guidelines and principles to ensure integrity, responsibility, and sustainability throughout the business process.

This "Code of Conduct" is a central part of Merx Svenska AB's business operations, and all employees are expected to follow and act in accordance with these principles and values.