

Dokumentnamn Code of Conduct (English)		Dok. nr POL 110	Utgåva 2
Utfärdare Lars Lindh	Godkänd av: Hans Hammargren	Sida 1 av 2	Giltig från 2025-09-23

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.

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Complaints and Whistleblowing:

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.