



## **Code of Conduct - Code of Conduct for Elektroautomatik i Sverige AB**

### **General principles:**

EA must comply with laws and regulations in all countries where the company operates

### **Business Partner Requirements:**

EA primarily chooses to collaborate with business partners who share the principles of this Code of Conduct.

### **Accounting and Reporting:**

All financial transactions must always be accounted for according to generally accepted accounting principles. The accounts must be open, truthful and published at the required time and give a true picture of the result.

### **Anti-Corruption:**

EA shall not participate in or accept any form of fraudulent procedure.

EA's employees should not receive payment, gifts or other remuneration from third parties that in any way affect their objectivity in business decisions.

EA shall not accept, facilitate or support money laundering.

### **Property and Resources:**

EA's property and resources will be used for professional activities. The resources shall not be used for personal gain, fraudulently or otherwise.

### **Taxes:**

In all countries where EA conducts operations, each country's tax laws and tax rules must be followed.

### **Human Rights:**

EA shall support and respect the protection of internationally asserted human rights.

### **Against discrimination:**

All employees should have the same opportunities based on their competence, experience and achievement regardless of gender, ethnicity, religion, age, disability, sexual orientation, nationality, political opinion, union membership, social background or ethnic origin.

All employees should be treated with respect. Discrimination, physical or verbal harassment or illegal threats are not tolerated. EA will take action.

### **Working environment:**

Necessary conditions for a safe and healthy work environment shall be provided to all EA employees.

**Child labor:**

Illegal employment or exploitation of children at their workplace or subcontractor must not be participated in or overlooked. The view on child labor must comply with the UN Convention on the Rights of the Child and comply with all relevant national and international laws, regulations and regulations.

**Working hours and salaries:**

EA must comply with applicable laws, agreements and industry standards regarding working hours and wages.

**Freedom of association:**

EA respects the right of all employees to be a member of a trade union. EA welcomes the cooperation with the trade unions.

**Resource efficiency:**

EA's products and processes must be designed in a way that efficiently utilizes energy, natural resources and raw materials and minimizes waste and residual products.

**The precautionary principle:**

EA shall avoid materials and methods that may pose environmental and health risks when suitable alternatives are available.

**Responsibility for compliance:**

All of EA's managers are responsible for implementing this policy and informing their employees of their rights, obligations and responsibilities.

All employees are responsible for complying with legislation and policies.

**Report violation of the Code of Conduct:**

All employees are encouraged to report suspected violations of the Code of Conduct to their manager or their boss.

**Conflict of interest**

As an employee or manager at EA, you must inform your manager if there is the slightest risk that work or involvement outside regular work at EA can affect EA's relationship with customers or other employees, so-called conflicts of interest. EA only allows one to have a main employer, ie EA.

// Jonas Kjellberg, CEO