



CODE OF CONDUCT

Our vision is to be a strong brand that stands for high quality.

To reach closer to our vision and be successful, we depend on creating and maintaining a strong trust among customers, employees, suppliers, the public and other stakeholders.

Our values - responsibility, openness and simplicity - guide us in everyday life. Together with our code of conduct, which summarizes our overall guidelines for responsible action, it is a framework for how we should behave in our daily operations. The guidelines cover business principles, health, safety, leadership and the environment.

Sustainable business means work in several dimensions. Among other things, we work to produce more sustainable products, to make responsible purchases and to minimize our own environmental footprint.

As our business partners are an important part of our business, we expect them to also respect and stand behind our values and our code of conduct.

Ifö Electric's code of conduct is based on:

- UN Universal Declaration of Human Rights and related UN conventions
- ILO core conventions on the principles of international business and social policy
- UN Global Compact
- ISO 9 001



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BUSINESS ETHICS AND BUSINESS PRINCIPLES

Ifö Electric's actions must in all situations, regardless of country or market, be characterized by responsibility and respect for customers, suppliers, business partners and the local communities in which we operate.

Ethical behavior and good business practice are of crucial importance for our development and profitability. We will make business with our partners by commercial arguments only. Our goal is to develop long-term and stable business relationships where Ifö Electric is considered a responsible and professional partner.

Laws and regulations

Ifö Electric complies with the laws, rules and regulations that apply in markets where we operate. If the code of conduct and legislation should conflict with each other, it is legislation that takes precedence. If the code of conduct sets a higher standard than existing legislation, however, the code of conduct applies. We demand that our business partners act in a similar way.

Conflicts of interest

Employees must act on Ifö Electric's best interests and not allow private interests and personal relationships to conflict with Ifö Electric's interests. We also do not use relationships with business partners for our own gain. We always put Ifö Electric's interests before the personal ones.

Fair competition

Ifö Electric complies with competition law and competes in a fair and honest manner. We never enter into agreements or arrangements with a competitor, customer or supplier relating to issues such as pricing, discounts, promotions, offers, terms of sale or sales area. We do not exchange sensitive market information with our competitors, either directly or through industry organizations, suppliers or customers.

Bribery

Bribery and any other form of corrupt conduct are strictly forbidden. Neither Ifö Electric as a company nor anyone acting on behalf of Ifö Electric may grant, offer or promote payments, gifts or other benefits that may affect or be perceived to affect the objectivity of a business decision or a government decision.

Integrity

Ifö Electric undertakes to maintain a high standard regarding information security, integrity and transparency. Protecting and managing information in accordance with current legal requirements is a high priority for Ifö Electric. We may collect and process personal information, such as contact information for personnel within a company, for business purposes. Confidential personnel information is stored securely. We shall not disclose any sensitive information to any company outside Ifö Electric unless required by law.



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WORKING ENVIRONMENT

Ifö Electric works systematically for a safe and healthy work environment. Risks that can lead to accidents or impaired health must be managed immediately.

Work environment and safety

It is important for Ifö Electric that all employees have a good and safe working environment. Our work environment work is based on national legislation. For Ifö Electric, a safe working environment means, for example, that we work proactively to prevent accidents, occupational injuries, incidents, discrimination, abusive discrimination and harassment. If we become aware of incidents or signs of ill health, we act immediately.

HUMAN RIGHTS AND WORKING CONDITIONS

We support and respect international human rights. Human rights must be safeguarded throughout the value chain. Employees must be treated fairly, on equal terms and with respect

Gender equality and diversity

The equal value of all human beings is a matter of course. Ifö Electric works for diversity and equality in all parts of the business and that all employees must be treated, and treat each other, equally regardless of gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

Discrimination and harassment

Ifö Electric opposes all forms of discrimination, harassment and abusive discrimination. We have a responsibility to prevent, deter and act. Ifö Electric has clear routines that describe how we act when we know that an employee will be exposed to this.

Child labor

Ifö Electric does not accept child labor. All forms of violence, coercion or exploitation of children are unacceptable. A child under the age of 18 is counted here as a child, in accordance with the first article of the UN Convention on the Rights of the Child. Workers under the age of 18 must be specially protected from dangerous work tasks that involve a risk to health and safety, such as night work.

Every child must be protected from being financially exploited and from performing work that may be harmful to the child's physical or mental health or adversely affect the child's opportunity for education.

Forced labor

No form of forced labor may occur or work linked to any form of punishment. Employees shall be free to leave the workplace after completing the work shift. The employer may not seize identity cards, travel documents and other important personal documents from his employees, thereby preventing employees from terminating their employment. Illegal labor must not be used



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Freedom of association and collective bargaining

Employees' right to organize in and join any employee organization and to bargain collectively must be respected. Workers must be able to exercise these rights, without being hindered or risking retaliation, even in countries where the right to organize is restricted or prohibited. Trade union representatives must be given the opportunity to carry out their assignments and discrimination against elected representatives or union members is not accepted.

Employment contract, terms of employment and remuneration

All employees must know the terms of their employment. Working hours must comply with national legislation. Employees must receive the minimum wage in accordance with local laws and regulations. Overtime must be paid against a premium. Salaries must be paid regularly. Deductions from salaries must be transparent and may never be used as a disciplinary measure.

All employees must have a written, understandable and legally binding employment contract. The employer may not set up systems to use part-time, short-term or temporary workers, trainees or false apprenticeships, in order to pay lower wages and fewer benefits.

Employees on parental leave may not be dismissed or threatened with dismissal and must have the opportunity to return to their previous employment with the same conditions and benefits.

ENVIRONMENT

Ifö Electric works continuously to prevent environmental risks and minimize our impact on the environment and climate, with a focus on products, transport, energy use and recycling. Ifö Electric takes quality and the environment into account throughout our operations. Compliance with the statutory environmental requirements that apply is a minimum requirement.

Ifö Electric supports and encourages sustainable innovation to meet customer expectations. Stakeholders' expectations are included in the quality and environmental issues. This means that the dialogue with customers, suppliers and other partners is a source of renewal and continuous improvement.

Systematic quality and environmental work

Ifö Electric is ISO 9 001 certified and works actively with environmental issues. Ifö Electric expects suppliers to work actively and systematically with environmental and quality issues.

Product content

To systematically follow Swedish and European legislation for permitted substances or the use of hazardous substances is a matter of course. The supplier guarantees that products and services comply with established legal and safety requirements.



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COMPLIANCE

Implementation and follow-up of compliance

The requirements in the code of conduct apply to all employees, hired staff, managers and board members. All employees have a responsibility to follow the guidelines in the code of conduct. Each manager is responsible for informing, reminding and following up compliance within their area of activity.

We continuously monitor that the business complies with our commitments in the code of conduct. The code of conduct is also part of the introduction as a new employee.

Employees of Ifö Electric must sound the alarm in case of suspicion of something that is contrary to the code of conduct or legislation. Ifö Electric provides several opportunities to report suspected violations. In the first instance, Ifö Electric's employees report to their immediate superior.

If an employee of Ifö Electric does not act in accordance with the code of conduct, this will lead to corrective measures. If a business partner repeatedly or seriously violates the Code of Conduct, the business partnership will be terminated.

Follow-up of suppliers

By approving Ifö Electric's code of conduct, the supplier promises to comply with all applicable parts. The supplier is also responsible for ensuring that their subcontractors comply with this code of conduct. The supplier also gives Ifö Electric the right to investigate compliance with this code of conduct through various types of site inspections, or in another way. Suspected deviations from Ifö Electric's code of conduct must be dealt with immediately.

If you have any questions about this Code of Conduct, or want to report any known or suspected non-compliance, please contact us.

FIXING AND UPDATING

An overall follow-up is done annually at management level to ensure compliance within the entire company and that the content of the code is relevant and current.