

# CODE OF CONDUCT

## Code of Conduct

### WORK ENVIRONMENT AND HUMAN RIGHTS

#### The Ebeco spirit shows the way

Ebeco will be the most enjoyable place to work in Sweden thanks to our **openness, participation** and **mutual respect**.

We are nice to one another and have a welcoming attitude.

We say what we think and we both give and accept constructive feedback.

We value every person's input and we realise the power of involving everyone in the development of the company.

We show mutual respect to all and we treat everyone equally.

We understand the importance of self-reflection and we are passionate about developing ourselves.

#### **We do not accept victimisation, harassment or discrimination**

Our Ebeco spirit makes this clear.

#### **We do not accept child labour or forced labour**

All forms of exploitation of children are unacceptable. Work must also be done of the worker's own free will.

#### **We ensure proper terms of employment**

We are a company with a collective bargaining agreement. The terms of employment comply with the provisions of the applicable collective bargaining agreement.

**We do not accept conflict minerals (3TG)**

We carry out detailed supplier assessments to ensure that our raw materials are extracted in a way that is not contrary to the principle of human rights. We do not accept the use of conflict minerals (3TG) in our products. This is to avoid providing finance and support for unethical extraction, transport and trade by armed groups in conflict-affected areas. The traceability of minerals is therefore an important element of our supplier assessments.

**BUSINESS ETHICS****We comply with applicable legal provisions**

We comply with directives, laws, ordinances and other regulations that apply to our area of operations.

**We do not accept corruption**

We always act ethically in our business relationships. We have a zero tolerance policy on corruption, bribery and extortion.

**ENVIRONMENT****We carry out systematic work to reduce our environmental impact**

We carry out systematic work to reduce the environmental impact of our products from a lifecycle perspective (from development, manufacturing and use to recycling). We employ a process-oriented approach, which we have established as part of our environmental management system (ISO 14001:2015). We also work to achieve environmental performance that is even better than is legally required. This is described in more detail below.

**Product design**

We market and sell products. These require a range of raw materials, including plastics and metals. The raw material we choose therefore affects the exposure risk for people and the environment throughout the supply chain. It also affects the recyclability of the product and, as a result, the circular economy. This means that our environmental impact is highly dependent on our choice of raw materials. We therefore work proactively to choose materials that are as sustainable as possible, taking into account hazardous properties, recyclability and climate footprint. We commission third-party assessments of our products (SundaHus, Byggvarubedömningen & Nordic Swan) which help us to contribute to the national environmental objective of A Non-Toxic Environment. The choice of raw materials is examined in the procurement process and therefore forms an important part of our supplier assessments.

## **Packaging design**

Our sales generate packaging waste. We carry out systematic work to increase the recyclability and reusability of waste and to prevent the production of waste.

## **Transport**

Delivering a product to the customer requires both manufacturing and shipment. We perform detailed assessments of carriers so as to make our contribution to the environmental objective of Reduced Climate Impact.

## **QUALITY**

Quality is equivalent to compliance with requirements and expectations, both legal and from the customer. We maintain good quality through the process-oriented approach that we have established as part of our quality management system (ISO 9001:2015). In short, this means that we will deliver products that fulfil our customers' expectations and comply with applicable legal provisions and that we will do so in line with the agreed delivery terms. We exercise good quality control in our production to ensure that the product fulfils its purpose and so avoid customer complaints. We also have clear procedures in place for our ordering process to ensure that the products are delivered in accordance with the agreed delivery terms.

## **COMPLIANCE MONITORING**

Any employee who suspects non-compliance with the Code of Conduct must contact their immediate manager or the CEO.

The Code of Conduct is revised as part of the management's annual review.

Gothenburg, 08-20-2020



Martin Larsson

CEO