

Code of Conduct

This Code of Conduct states Larssons i Bjärred Mekaniska Verkstad AB's ethical policy.

Our objective is to uphold the highest ethical standards in all our business relationships. These standards apply to every marketplace where Larssons i Bjärred Mekaniska Verkstad is engaged in production and service delivery, and include our members of staff, our business partners and associates at all levels.

It is our policy to:

- Comply with applicable collective agreements and legislation on work environment including a zero-tolerance approach to any form of discrimination, breach of data protection and forced labour including child labour, and to comply with applicable legislation on environment, bribery and corruption.
- Conduct all our business with honesty and integrity in all our dealings with potential, current and past customers, both in terms of commercial confidentiality, and data protection.
- Apply a sustainable approach to all aspects of products and service delivery.
- Maintain the quality of what we do through proactive and ongoing review with our customers and business partners, of all aims, activities, outcomes and cost-efficiencies, of every activity.
- Always strive to be fair and objective in our advice and actions, and we are never influenced in our decisions, actions or recommendations by issues of gender, race, origin, sexual orientation, age, or personal disability.

Our service partners and associates will be held responsible for observance of our Code of Conduct. Failure to comply with our Code of Conduct will leave a partner liable to suspension and possible termination of our business partnership.

Bjärred, 17st of January 2025

A handwritten signature in blue ink, appearing to read 'Anna Nordh'.

Anna Nordh
CEO

Ändringsinformation

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| Utgåva 1 | Ny policy |
| Utgåva 2 | Uppdaterad med datum och ny VD. |
| Utgåva 3 | Uppdaterad med nytt datum och nytt dokumentnamn |
| Utgåva 4 | Uppdaterad med förtydligande om forced labour |
| Utgåva 5 | Uppdaterad med nytt datum efter fastställande av befintligt innehåll i samband med Ledningens Genomgång 2025-01-16 |