

Social, business ethics and personal integrity compliance

Sonstorps Mekaniska AB

Introduction – Social Compliance, Business Ethics, Integrity, and Responsibility

Sonstorps Mekaniska AB as a company and its management are absolutely committed to business ethical practices, social compliance, personnel integrity consistent with the International Labor Organization (ILO) core conventions and also operating in a safe and healthy manner, with consideration for the environmental impacts of our activities and of course the performance of the business in meeting customer requirements.

Ethical business practices are also implemented including prohibited activities related to bribery and corruption.

Given the above Sonstorps Mekaniska AB has adopted a Code of Conduct which applies to our own business but also those who work with us, including suppliers and business partners.

This Code of Conduct and its commitment is summarized as:

- 🔗 Prohibiting any form of forced labor or trafficking. (Referred to as Modern Slavery)
- 🔗 Prohibiting the use of child labor.
- 🔗 Prohibition of businesses on companies or individual persons within sectioned list of United Nation, WTO (world trade organization), or European Union.
- 🔗 Prohibition of discrimination, harassment, and retaliation.
- 🔗 Requiring that workers are provided with a safe and healthy working environment.
- 🔗 Workers are engaged in compliance with applicable employment laws, wages, benefits, and codes of practice including working hours.
- 🔗 Compliance to occupational health and safety legislation and requirements.
- 🔗 Permitting freedom of association and the right to collective bargaining and trade union memberships.
- 🔗 Prohibition of bribery and corruption activities.
- 🔗 Compliance of for our supply chain management.
- 🔗 Compliance to environmental legislation and requirements.
- 🔗 Compliance to sustainable solutions as far as possible within our business.
- 🔗 Remediation, corrective, and preventive action for non-compliance.
- 🔗 Performance and evaluation of compliance continuously.

Additionally, we are committed to developing and maintaining an Environmental Management System which identified our environmental impacts and promotes control where appropriate, compliance and continual improvement.

This management policy sets out the related procedures which are intended to deliver and ensure compliance to the above commitments within Sonstorps Mekaniska AB but also to our supply chain.

Ultimate responsibility for our related policies, procedures, and their implementation rests with the management and specifically by the Managing Director of Sonstorps Mekaniska AB.

Reporting of violations of this code can be left anonymously in SMAB's mailbox or sent to info@sonstorpsmekaniska.se via a hidden email service such as anonymousemail or similar.

CEO – Sonstorps Mekaniska AB
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Patrick Sandberg