

# HAKI Safety Code of Conduct



## Safety first

We never compromise on safety. It is the foundation of everything we do.

## Code of conduct

HAKI Safety Group's Code of Conduct guides on how our principles and values should be put into practice. It acts as an ethical compass to be followed by all staff within the HAKI Safety Group, irrespective of workplace and function. The Code of Conduct applies to HAKI Safety's Board members and contract-based staff as well. The Code also sets out what we expect of our suppliers. Our Code of Conduct is based on documents such as the UN Global Compact, international guidelines and conventions, and the ISO26000 social responsibility standard.

## We respect human rights:

1. We treat all people with fairness, dignity and respect.
2. We support and encourage diversity.
3. We do not treat employees differently based on their gender, religion, age, disability, sexual orientation, nationality, political views, social background or ethnic origin.
4. We respect the right of all employees to form unions.
5. We do not harass, threaten or discriminate.
6. We do not tolerate child labour, illegal labour or forced labour.

## We create good working conditions:

1. We aim to eliminate workplace accidents and do not compromise on health or safety in the workplace.
2. We aim to be a workplace free from work-related mental illness.
3. We take a preventive approach to reduce the risk of accidents and industrial injuries.
4. We offer staff opportunities to develop professional skills and abilities.
5. We have the ISO 45001 work environment standard as a guideline.

## We are an active corporate citizen:

1. We are involved in the local communities where HAKI has operations and endeavour to employ and develop local staff and managers.
2. We participate in projects and cooperation with industrial networks, schools, technical colleges, universities and research institutes.
3. We prioritise the support and sponsorship of organisations that share our values and that benefit the societies in which we operate.
4. We take a neutral position on political issues. Neither the company's name nor its financial resources may be used for political purposes.

**We adhere to good business ethics:**

1. We never offer gifts, benefits or payments that could influence/be seen to influence the objectivity of the recipients' decisions or that breach legislation and/or local practice.
2. We do not accept gifts, benefits or payments that could influence/be seen to influence, the objectivity of our decisions or that breach legislation and/or local practice.
3. The following types of benefits are unacceptable:
  - money gifts and loan of money,
  - goods and services for private purposes and private discounts on goods and services,
  - right to use a vehicle, boat, holiday house or similar for private use,
  - pleasure or holiday trip,
  - purchase of sexual services or visits to strip clubs, and
  - perks that may result in the donor receiving a hold on the recipient.
1. We avoid situations in which company loyalty could come into conflict with personal interests.
2. We comply with competition law and promote fair competition.
3. We ensure that all staff can raise concerns about irregularities within HAKI Safety Group, without the risk of personal consequences for whistleblowers.

**We focus on sustainability:**

1. We work towards long-term goals to reduce the company's environmental impact.
2. We conserve energy, water, materials and other natural resources, and aim to increase our use of renewable materials.
3. We take account of environmental and health factors when choosing raw materials, chemical products and distribution methods.
4. We endeavour to cut our emissions of greenhouse gases.
5. We have emergency procedures based on the systematic evaluation of the risk of accidents, fires and uncontrolled emissions to the environment.
6. We use our expertise to provide eco-optimisation of customers' products.
7. We disclose transparent and objective information about our environmental work to our staff, the general public and authorities.
8. We publish a sustainability report annually in accordance with international guidelines.
9. We have the ISO 14001 environmental management standard as a guideline.

**We aim to always deliver the right quality:**

1. We aim to always meet our customers' high demands, needs and expectations by delivering services and products of the right quality.
2. We continuously improve our operations.
3. We conduct regular evaluations of our quality assurance measures through analysis, recording of discrepancies and internal/external audits.
4. We are certified in accordance with the ISO 9001:2015 quality assurance system and applicable sector-specific certifications.

**We set sustainability requirements for our suppliers:**

1. We work with suppliers that accept and comply with HAKI Safety Group's code of conduct. We also expect them to pass these values and ethical principles on to their suppliers.
2. We assess suppliers before and during our cooperation with them.
3. We encourage our suppliers to introduce certifiable management systems on quality, the environment and the work environment.
4. We regularly follow up on supplier performance within business ethics, social responsibility, and sustainability. If they do not comply with our requirements this can result in demands for improvement or cessation of cooperation.

**We communicate honestly and clearly:**

1. HAKI Safety Group's communication with all stakeholders should be honest and clear, and meet the requirements of our public stock listing.
2. We respect all employees' freedom of expression about matters that concern them personally. On issues regarding HAKI Safety Group's business conditions and operations, however, only the respective company management is entitled to communicate on behalf of HAKI Safety. All enquiries about HAKI Safety Group's business conditions and operations must therefore be referred to local company management or Group management. All external information that could affect the development of HAKI Safety's share price must be communicated by either the CEO or the CFO.

**We raise concerns about serious irregularities through whistleblowing procedures:**

1. All staff have the opportunity to raise concerns about serious irregularities, without the risk of harassment or opposition, using HAKI Safety Group's whistleblowing system.
2. Serious irregularities include unethical or illegal behavior, fraud and serious breaches of the code of conduct, such as bribery or discrimination against employees.
3. Whistleblowing must not be used for general dissatisfaction or other matters that can be resolved in direct contact with the relevant persons. False accusations are not tolerated and may result in disciplinary action.
4. Reasonable suspicion regarding gross irregularities can be reported anonymously and confidentially to Trumpet through Trumpet's website, by telephone or by mail. Submissions can be made twenty-four (24) hours a day, seven (7) days a week, in both Swedish and English. A complaint made through Trumpet's website, using any internet-enabled device, can be found on our website; [Whistleblowing \(hakisafety.com\)](https://www.hakisafety.com/Whistleblowing).

Approved by:	Date:
Sverker Lindberg, President & CEO	2024-03-27