

To Our Valued Customer

Älvdalen 10th of November 2022

Subject Matter: Company Policy regarding Code of Conduct

Fair working conditions and social responsibility

Our decision-making does not end at the factory gates. We are aware of our social responsibility and take the interests of our shareholders, our employees, and the wider community into consideration when making decisions.

- As a company, we are committed to respecting human rights. This includes in particular the core labour standards of the International Labour Organization (ILO), as well as the United Nations Conventions on the Rights of the Child and on Human Rights. Among other issues, we advocate for the abolishment of forced and child labour.
- We comply with the relevant European and local regulations and social standards with regard to working hours, employee rights, vacation time, minimum wage, occupational health and safety regulations, etc., and co-determination and participation rights.
- In addition to ensuring that our company respects the fundamental rights of employees, we also work toward compliance with the appropriate standards throughout our supply chain.
- We assume our social responsibility in particular by enabling solid growth and therefore creating secure jobs. In addition, we place great importance on training and continuing education to qualify skilled workers.

Respect and integrity in everyday business

A respectful, fair, and honest approach is the basis of our everyday interactions.

- Our interactions are characterized by a fair, respectful, and considerate approach, equal rights and equal opportunities.
- We respect the dignity of every single individual. We are strongly opposed to inappropriate behaviour towards others, for example bullying or disrespect.
- We will not tolerate any discrimination based on race, ethnic origin, gender, religion or beliefs, disability, age, sexual identity, or any other reason.

Johan Hansson
Managing Director

Pressmaster AB