SALBOHEDS
PART OF ELEDA

CODE OF CONDUCT

Salboheds Code of Conduct has been developed for both our own employees and our suppliers. It describes the expectations and requirements Salboheds has for its own employees, partners, suppliers, contractors, and consultants at all levels (collectively referred to as “employees” in this document).

At Salboheds, we have zero tolerance for all forms of discrimination, offensive treatment, harassment, and bullying. Salboheds support and respect the protection of human rights and do not participate in any activity that could risk violating these rights.

We are committed to protecting personal data and the privacy of all individuals. We comply with applicable data protection laws to ensure the confidentiality and integrity of the personal data we process.

Equal treatment is a given. All employees are expected to treat each other, customers, and suppliers in a way that promotes a good atmosphere and lasting relationships. We work for equality and diversity and provide everyone with equal opportunities for development, education, and promotion within their own field of work, regardless of ethnic origin, skin color, gender, sexual orientation, gender identity, disability, age, religion, political opinions, national origin, or social origin.

Salboheds shall ensure that there are reasonable employment conditions at its workplaces. Employment conditions shall, among other things, reflect working hours, salary, overtime compensation, and notice period. Working hours, salary, and other compensation shall comply with national laws and applicable collective agreements.

Salboheds do not accept any form of child labor. All employees must be at least 15 years old, or at least the age required for compulsory schooling if that is higher than 15 years.

Salboheds values the right to freedom of association and respects collective agreements. All employees have the right to join associations and organizations and to organize themselves in trade unions without risking discrimination, harassment, or any type of reprisal.

Alcohol and drugs do not belong in the workplace, and we do not accept employees being under the influence of alcohol or other drugs while at work.

We care about each other's work environment and take responsibility for our own and others’ everyday lives. We think ahead and look out for each other. We observe risks and are obliged to report violations. Everyone working at Salboheds’ workplaces must have the relevant competence and training to be able to perform their work safely, have the necessary protective equipment, and knowledge of any health risks that the work may entail.

We always comply with the laws, international conventions, rules, and regulations that apply in the markets where we operate. Likewise, we conduct business in a professional and ethical manner to counteract all forms of corruption. Bribes, hidden commissions, gifts of an exclusive nature, or other illegal or unethical benefits are not permitted. We neither request, accept, nor offer representation or gifts that may influence—or give the impression of influencing—our own

or our partners' business decisions. Representation or gifts must serve a business purpose and must have a limited value.

We do not accept money laundering and avoid putting ourselves in situations where there is a risk of money laundering. In case of suspicion, or if money laundering is discovered, this must be reported to the immediate manager. We carefully investigate potential customers' and business partners' operations and history and ensure that they are engaged in legitimate business activities. We apply a precautionary principle and contact the immediate manager regarding payments or transfers that seem suspicious or are not specified in contracts or agreements. We never handle cash.

We avoid situations and contexts that may put us in a real or perceived conflict of interest by keeping personal interests separate from business matters.

We shall not cooperate, directly or indirectly, with any person or organization that is on sanctions lists, including those from the UN, EU, UK, and USA. We do not do business, directly or indirectly, with countries or regions subject to sanctions.

We maintain a precautionary principle regarding environmental challenges and work preventively to avoid environmental damage. We strive to minimize our environmental impact and undertake to implement initiatives that promote the development and innovation of sustainable methods and working practices to minimize our environmental impact as far as possible.

We see opportunities and shall always strive for problem-solving and be an actor who "gets the job done." By being service-oriented, solution-oriented, and professional in our interactions with everyone we meet, we build trust with people around us. Trust is one of the most important guiding principles for Salboheds and should always be pursued in all contacts. All communication with customers/colleagues must always be clear, respectful, and trustworthy.

This Code of Conduct is a living document that is continuously followed up and updated. Employees are expected to follow the guidelines of the Code of Conduct in their daily work. Suspected unethical behavior must be reported to the immediate manager without delay. If this is not appropriate for any reason, an anonymous report can be made to the Eleda Group's whistleblower function, which can be accessed via the web link: eledawhistleblowing.hwrs.se. This function is managed by an independent third party.

Violations of our Code of Conduct will be investigated and lead to action.

Salboheds does not tolerate any form of punishment because employees or others present at Salboheds' workplaces report suspicion of or actual actions that violate this code.