

Code of conduct

The following Code of Conduct has been drawn up for Nova Åkeri AB (hereinafter referred to as “the Company”).

- **Background**

The Company’s Code of Conduct serves as guidance for all employees in the group and must be used as a tool in daily operations.

- **Purpose**

We want to ensure that the company operates with imbued responsible behavior towards employees, shareholders, customers, suppliers, stakeholders, authorities, and society in general. We also invite our business partners to act according to this code, and we take it into consideration when we choose with whom we cooperate.

- **Guidelines**

Each coworker is responsible for following the code of conduct.
The code applies to all coworkers in the group.

- **Human rights**

The company must support and respect the protection of internationally recognized human rights.
The company is not involved in crimes against human rights.

Labor Law

- **Freedom of association**

The company must respect each employee’s right to join, or refrain from joining, unions or other organizations.

- **Forced labor**

The company shall not make use of, support or derive benefit from any form of forced labor. The worker has the right to terminate their employment in accordance with current law and agreement.

- **Child labor**

The company shall not make use of, support or drag benefit from child labor. The lowest employment age shall never be lower than 15 years and in particular demanding duties required for the person is at least 18 years old.

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- **Diversity and Inclusion**

The company does not accept any type of discrimination based on skin color, gender, ethnicity affiliation, religion, political opinion, national ancestry, social origin, age, disability, or sexual orientation. Harassment, abuse, or threats at the workplace shall not occur.

- **Respect and responsiveness**

Each employee must show respect in their treatment of others and treat other coworkers in those ways the employee themselves wants to be treated. Each employee must be loyal both to the company and other coworkers.

- **Environment and social responsibility**

- The company strives to create optimal conditions to reduce environmental impact.
- Every coworker has the responsibility to actively participate in our environmental work to fulfill, or exceed, the requirements in the current legislation.
- The company must reduce the use of harmful substances in the business and ensure management and landfill of waste happens in a sure and environmentally friendly manner.

- **Anti-corruption**

- The company does not tolerate any form of corruption, bribery, or theft of the company's assets.
- The company's employees may not give, promise, offer, request, or receive compensation or benefits that violate applicable laws, good business practice, or may influence objective decision-making.

- **Responsibility**

The company's managers must be responsible for ensuring that the employees understand and act in accordance with the code of conduct. Each coworker is responsible for following the code of conduct.