

Liljedahl Group



Code of Conduct

# Code of Conduct for the Liljedahl Group

**Liljedahl Group** is a family-owned corporate group. Liljedahl Group has seven wholly owned holdings and is the principal owner of the listed company Bufab. The wholly owned companies are Elcowire Group, Dahrén Group, Hörle Wire Group, Pronect, Finnvedens Lastvagnar, Finnvedens Bil and Liljedahl Group Fastigheter. Liljedahl Group AB is committed in the long-term as active and responsible owner. We want to deserve our reputation by behaving in a good way and working in harmony with the surrounding community. Liljedahl Group's Code of Conduct forms the basis of all wholly owned holdings' code of conduct, but each company has the right to make adjustments to better match its own operations. The code of conduct should be seen as a support in the daily work.

## EVERYBODY'S RESPONSIBILITY

All employees have the responsibility of ensuring in the day-to day view on what is important and to live after the value base.

Following the code of conduct is a positive way to live up to our values and shared responsibility among all stakeholders.

Each and every one of our employees and board members must play their part in ensuring that the companies in the Liljedahl Group are perceived as reliable and responsible businesses. The companies in the Liljedahl Group will operate in accordance with the following principles:

### COMPLIANCE WITH LEGISLATION –

We work in accordance with the laws that apply in the countries where we do business.

**GOOD ETHICS** – We aim to run our business in an ethical way.

**CLOSE PARTNERSHIP** – We aim to run our business in close consultation with our business partners and employees and with other parties that impact on or are impacted by our business.

Employees of the Liljedahl Group must not accept payment, gifts, or other financial rewards from third parties which in any way influence, or could be perceived as influencing, their objectivity in business decisions.

We will not do business with customers or suppliers whom we suspect do not comply with our anti-corruption regulations.

## MONEY LAUNDERING

Each employee must actively work to prevent and prevent Liljedahl Group from being used for money laundering.

## TAXES

In all countries in which the Liljedahl Group does business, we must comply with the tax legislation and tax regulations of the country concerned. If the tax legislation fails to give clear guidance, we must be guided by the principles of good ethics, accuracy, and transparency.

## FAIR COMPETITION

The companies in the Liljedahl Group will compete fairly and with integrity. The companies will not exchange information, conclude contracts, or enter into agreements with competitors, customers, or suppliers where such action could unduly influence the market or the outcome of a tender procedure. The Liljedahl Group will use legitimate methods to gather information on its competitors.

## BUSINESS PRINCIPLES



## ANTI-CORRUPTION

The Liljedahl Group will not participate in or accept any form of fraudulent procedure. Representatives of companies in the Liljedahl Group will not offer customers, potential customers, suppliers, consultants, governments, authorities, or representatives of such bodies, payment or benefits which are contrary to applicable legislation or accepted business practices which are more stringent than the legislation to win or retain business or obtain other undue advantages.

## HUMAN RIGHTS AND SOCIAL JUSTICE



## HUMAN RIGHTS

Everyone is born free and equal in value and with the same rights. The Liljedahl Group will support and respect the protection of internationally established human rights and will ensure that the Group does not give rise to violations of human rights.

## FORCED LABOUR

The Liljedahl Group will not tolerate forced labour. This includes agreements concluded under forced conditions and illegal labour. Nor will we tolerate methods that restrict the free movement of employees, and nobody may be made to work for any period of time against their will.

## CHILD LABOUR

Child labour will not be tolerated. The minimum employment age is the age reached on completion of compulsory education but will never be lower than the age of 15. The exception to this rule is short-term temporary work which does not affect a child's education, e.g. holiday work.

## DISCRIMINATION

All employees must have the same opportunity based on their ability, experience, and performance, irrespective of their gender, religion, age, disability, sexual orientation, nationality, political views, trade union membership, social background, or ethnic origin. All employees must be treated with respect.

Discrimination, physical or verbal harassment or unlawful threats will not be tolerated.

## FREEDOM OF ASSOCIATION

The Liljedahl Group respects the rights of all employees to join a trade union to protect their interests as an employee, to organise themselves and to negotiate their wages collectively or individually. An employee's right to decide not to join a union must be respected.

## WORK ENVIRONMENT

We shall be a respected employer. The companies in the Group will provide a good work environment, from both a physical and a social perspective, and will strive to be attractive employers in terms of employees' personal development. Relations with and between employees will be based on mutual respect and dignity and reasonable influence in areas that affect the individual's work situation.

We will strive to constantly improve health and safety in the workplace and will endeavour to offer our employees a safe work environment. All companies in the Group will, at minimum, comply with national legislation and/or collective agreements.

## TERMS AND CONDITIONS OF EMPLOYMENT

The terms and conditions of employment, including pay and working hours, offered to our employees shall meet market conditions and at least meet the minimum requirements of national legislation, agreements, and industry standard.

## ENVIRONMENTAL PRINCIPLES



### EFFICIENT USE OF RESOURCES

The Liljedahl Group's products, processes and services will be designed in such a way that they use energy, natural resources, and raw materials efficiently and minimise waste and waste products.

### PRINCIPLE OF CAUTION

The Liljedahl Group will avoid the use of materials and methods which could result in risks for the environment or health when suitable alternatives are available.

All the companies in the Group will, at minimum, comply with national legislation and international regulations.

## COMPLIANCE



Responsibility for ensuring that business is conducted in accordance with our Code of Conduct lies with the CEO of each individual company in the Group.

Departures from this policy may only be approved by the board of directors of Liljedahl Group AB. The document will be reviewed annually by the board of directors of Liljedahl Group AB.

All employees within Liljedahl Group are encouraged to report suspected violations of the Code of Conduct in accordance with the procedures in each company.

This document was originally written in Swedish. The Code of Conduct will be translated into the local language of each company in the Liljedahl Group and into English.

The document was approved at a board meeting of Liljedahl Group AB held on December 9, 2021.

*Bengt Liljedahl*  
CEO, Liljedahl Group AB

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