

# Code of conduct

## POLICY

The Bufab Group Code of Conduct applies to all Bufab Companies and all Bufab Business Partners worldwide. With this Code of Conduct, we communicate to our managers, employees, and suppliers that we require them to operate in accordance with internationally recognized standards on Human Rights, Labor Rights, Environment, Anti-corruption, and Corporate Governance.

### General Principles

The Bufab Group shall:

- Comply with the laws and regulations of each country in which it operates.
- Demonstrate and promote its commitment to responsible practice in policies, decisions, and activities.
- Integrate the principles of this policy into all critical processes.

The Bufab Code of Conduct covers.

- Business principles
  - Bufab believes in a fair, accurate and ethical way of conducting business.
  - Bufab do not tolerate any form of bribery or corruption.
  - Bufab believes in fair competition and is prohibiting anti-competitive agreements.
- Principles of human rights and social justice
  - Bufab believes in treating our employees, business partners and other stakeholders equally, with respect and in accordance with established international legislation.
- Sustainability and Quality principles
  - Bufab has signed the international Science-Based Targets initiative (SBTi) as a part of our efforts to further reduce global greenhouse gas emissions.
  - Bufab will continuously improve the environmental performance by focusing on greenhouse gas emission, energy & water consumption, logistics, efficient use of raw- and recycled material and that waste and residual products are minimized.
  - Bufab is a signatory of the UN Global Compact and shall respect international recognized standards on human rights, fundamental freedoms, democratic principles and labour practices established in the International Bill of Human Rights and other core UN human rights conventions, including the UN Convention on the Rights of Persons with Disabilities, the UN Declaration on the Rights of Indigenous Peoples, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the fundamental conventions of the International Labour Organization, the European Convention for the protection of Human Rights and Fundamental Freedoms, the European Social Charter, and the Charter of Fundamental Rights of the European Union;
  - Bufab is committed to adopt Human Rights due diligence processes based on international instruments such as the UN 'Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises
  - Bufab believes in the strict management of sustainability and quality issues.
- Responsibility for compliance
  - It is the responsibility of the Management to implement this policy and inform their employees and suppliers of their rights, duties and responsibilities as well as demonstrate the content and spirit of this document within their respective organization. It is the responsibility of all employees to comply with local law and the Bufab Group policies.
- Guidance for the application of this policy can be found in the Bufab Code of Conduct Handbook



Erik Lundén, CEO Bufab Group