

# Modern Slavery POLICY

The Bufab Group Modern slavery policy applies to all Bufab Companies and all Bufab Business Partners worldwide. We recognize our responsibility to respect human rights as stated in our Code of Conduct communicate to our managers, employees and suppliers that we expect them to operate in accordance with internally recognized standards on Human Rights. This Policy also covers the issue of modern slavery as defined in the Universal Declaration of Human Rights, which is a comprehensive definition that includes forced labor.

## 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 Modern slavery policy covers

- Business principles
  - Bufab believes in a fair, accurate and ethical way of conducting business
- 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.
- Bufab acting by
  - working systematically to address the risk of forced labor and child labor in our global supply chain.
  - We recognize that the risk of forced labor exists in various forms in all countries and across our value chain.
  - over the past year, we have broadened the scope of our work, deepened our understanding of risk and put in place effective responses to manage any risk.
- Responsibility for compliance

It is the responsibility of each employee to comply with local law and Bufab Group policies, as well as to comply with national and international laws and regulations. We want to be a good corporate citizen in each jurisdiction we operate in and want to be a safe and trusted partner for all our stakeholders.

Erik Lundén, CEO, Bufab Group



Carina Lööf, Global Sourcing & Sustainability Director

