

## Basic values, policies and ethical guidelines

- We put our customers' needs and requirements first.

*"Flodins Filter AB operates in the development, design, manufacturing, and sales of air filters for the protection of people and equipment of various kinds. We shall, both internally and externally, deliver products, services, and filters that completely meet the customer's quality demands and delivery requirements. Our product quality shall be guaranteed by continually working to improve the organisation, production, products and quality management systems. We shall have a management system that ensures compliance with applicable customer and regulatory requirements for all the company's products and processes." (Our Quality Policy)*

- We work professionally and strive for long-term profitability.

*Our profitability is key to the company's survival and ability to develop. Hence, we must all work professionally and focus on profitability, regardless of our role and wherever we work.*

- We comply with legislation and regulations.

- We support the values expressed in the United Nations' principles on human rights, labour rights, the environment and fighting corruption (**UN Global Compact**). This means that:

- We support internationally established human rights.
- We do not accept child labor in any form and condemn all forms of slave labor and human trafficking. We do not accept any forms of coercive measures including forced evictions within our area of operation or with partners and suppliers.
- We respect the right of all employees to be represented by unions and other employee representatives, and the right to collective bargaining and agreements.
- We ensure that all employees receive fair and competitive compensation based on their experience, skills and work performance. Wage determination is transparent and objective and complies with applicable laws and collective agreements. (**Our Wage Policy**)
- We comply with applicable laws and regulations regarding working hours and rest periods. Overtime is only applied when absolutely necessary and always in accordance with applicable labor laws and collective agreements. (**Our Working Hours Policy**)
- We do not discriminate employees based on gender, religion, age, disability, sexual orientation, nationality, political views or social or ethnic background, whether in regards to employment or workplace tasks. We support and promote gender equality in all aspects of our company.

*This means, for example, that we counteract all forms of gender discrimination, harassment or restrictions that may prevent women from having the same opportunities for career development, salary or other benefits as their male colleagues.*

- We strive towards creating a good working environment with safe workplaces.

*"Flodins Filter AB shall, in addition to legal and other external requirements, work to prevent illness, bullying, accidents and other risks. We investigate work-related illness, accidents and incidents to avoid recurrence. We consider the working environment when making investments or other changes. We strive to ensure our staff feel satisfaction with their work and are able to develop professionally. Each employee shall in their daily work show personal responsibility for occupational health and safety and the environment, and be observant of potential risks or threats to a healthy working environment." (Our Working Environment Policy)*

- We work actively to ensure that our environmental impact is as small as possible.

*"Flodins Filter AB shall, in addition to legal and other external requirements, strive to promote active environmental work. We shall, in the development and production of filters, work to ensure that the business decreases its impact on the environment, and to prevent pollution. Customers and suppliers are key players in our environmental work. We strive to minimize our ecological footprint and take responsibility for the resources we use. We encourage sustainable working practices, efficient use of energy and materials, and recycling and waste management where possible. Our environmental policy shall form the basis for the objectives of our work to improve our environmental impact."* **(Our Environmental Policy)**

*We respect the rights of local communities and indigenous peoples to land, forest and water resources. We respect all laws and international agreements that apply to the use of natural resources. We strive to ensure that all land use is equitable, sustainable and does not cause harm to the environment or people.*

- We have healthy relationships with our business partners and do not participate in any illegal industry collaborations. The company is politically neutral.

*Our external relationships shall be characterised by integrity and responsibility. We do not offer customers, potential customers, authorities or other government representatives rewards or benefits in violation of applicable legislation or what can be considered reasonable or accepted marketing or business practices. Our staff do not accept gifts, benefits or payments that can affect the objectivity of business decisions. We treat all customers, employees and partners with respect, honesty and fairness.*

*We have a zero-tolerance policy for corruption and money laundering. We do not accept any form of unfair competition, including cartels, price discrimination or market sharing.* **(Our Fair Competition and Anti-trust Policy)**

*We comply with all applicable export control and economic sanctions laws and regulations. We do not conduct business with countries, companies or individuals subject to international sanctions or embargoes.*

*All employees must avoid situations where personal interests could affect the objectivity of their work. If a conflict of interest arises, this must be reported immediately to the immediate manager.*

- We shall choose suppliers who, based on publicly available information, can be assessed as complying with applicable legislation, and who live up to the principles of UN:s Global Compact.
- We shall comply with all applicable laws and regulations in our data handling. All information about customers, employees and business relationships will be treated with confidentiality and respect.
- *"We do everything we can to detect potential misconduct in our operations at an early stage. The engagement of our employees and other stakeholders is an important part of that work. We encourage a working environment where reporting irregularities is a natural and obvious part of the company culture. We ensure that all employees receive training in the company's whistleblowing routine."* **(Our Whistleblower Policy)**

These updated policies and ethical guidelines established  
Lysekil Sweden, February 6<sup>th</sup> 2025

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Anja Thoresson, Managing Director