

# CODE OF CONDUCT

## Business ethics and social responsibility

### INTRODUCTION

Strong standards of business ethics and social responsibility are essential to achieving our strategic goals and ambitions. At RINGO NORDIC AB, we are committed to ensure the code of conduct is adapted of our employees, co-operation partners, visitors and anyone who may be affected by our business, both at our own office sites and any other sites at which we operate such as at our suppliers. Our goal is to maintain the highest level of business ethics, social responsibility and a safe and healthy environment. This policy is designed to help us towards realising that goal and ambition.

### PURPOSE

RINGO NORDIC AB has this code of conduct within all aspects within our business and this code of conduct is applicable in all of what we do in our daily businesses.

### CODE OF CONDUCT STATEMENT

This Code of Conduct and its commitment is summarized as:

- ✚ Prohibiting any form of forced labor or trafficking (referred to as Modern Slavery)
- ✚ Prohibiting the use of child labor
- ✚ Prohibition of businesses on companies or individual persons within sectioned list of United Nation, WTO or European Union
- ✚ Prohibition of discrimination, harassment and retaliation
- ✚ Requiring that workers are provided with a safe and healthy working environment
- ✚ Workers are engaged in compliance with applicable employment laws, wages, benefits and codes of practice including working hours
- ✚ Compliance to occupational health and safety legislation and requirements
- ✚ Permitting freedom of association and the right to collective bargaining and trade union memberships
- ✚ Prohibition of bribery and corruption activities
- ✚ Compliance of for our supply chain management
- ✚ Compliance to environmental legislation and requirements
- ✚ Compliance to sustainable solutions as far as possible within our business
- ✚ Remediation, corrective and preventive action for non-compliance
- ✚ Performance and evaluation of compliance continuously

## **Business Commitment**

Ringo Nordic knows, understands social, ethical, environmental and sustainability and act in accordance with the values, principles and responsibilities expressed in this code of conduct and we apply them in everything we do, to whom we conduct business with and everywhere we operate in our business.

## **Responsibility**

We are aware of our responsibility within our business towards our clients, customers, partners, suppliers, and end users. We take responsibility and hold each other accountable. We have a shared responsibility not only to act ethically as individuals, but to expect the same from our colleagues.

## **Integrity**

We value our relationships within our business towards our clients, customers, partners, suppliers and end users and we are committed to maintain the highest level of standards for our personnel and professional integrity.

## **Business Partnership**

We establish mutually beneficial and healthy relationships with responsible suppliers who meet our values, principles and standards including quality, commercial terms and commitment to function, performance, and safety of our products as well as commitment to maintain environmental protection and sustainability.

## **Business Fairness**

We must be openminded and sensitive to any business activity, interest or relationships could interfere, with our ability to maintain business and to act in the best interest towards our clients and end users.

We only offer or accept small gifts or minor entertainment if they are reasonable, occasional and of modest value and do not have any influence or impact on our business decisions or business relations with our suppliers, partners, customer and end users.

## **Business Communication**

We encourage our employees to be professional and transparent in all communications towards our clients, customers, partners, suppliers, and end users and to carefully consider applicable and correct information are communicated.

## **Business Transparency**

We are committed to promote and act on open and competitive markets for all our business. We shall maintain transparency and be honest in all our business.

## **Business Competition and Anti-corruption**

We declare full compliance of anti-trust laws and regulations for open competition or any kind of violation of competition conditions towards our clients, customers, partners, suppliers, and end users.

# GOVERNANCE AND ASSURANCE

The Managing Director is fully responsible for implementation and enforcement of this code of conduct in our business with support from Quality Health, Safety and Environmental Manager.

All employees of RINGO NORDIC AB must comply with this code of conduct.

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Bo Eriksson  
Managing Director

# REFERENCES

Following references in this code of conduct is referred to

<b>Social responsibility [ref. ISO 26000:2021]</b>
ILO International Labor Organization
UN United Nations 17 Sustainable Development Goals
WTO World Trade Organization