

ELPRESS CODE OF CONDUCT



ELPRESS



Elpress **Code of Conduct**

Elpress Group's overall, long-term objective is for all customers, employees and other business partners to view us as a reliable and responsible company offering products and services of the highest quality.

Elpress will create added value for its customers, suppliers and employees and contribute to sustainable societal development.

To achieve this, good economic profitability is required, taking into account the environment and social commitment.

Elpress works actively for good business ethics and our relationships with customers, employees, suppliers and other stakeholders must be long-term and rewarding for all parties.

The Elpress Code of Conduct provides an overall framework for our actions and is based on International conventions such as the UN Global Compact, ILO principles, OECD guidelines for multinational companies.

Our basic requirement is that international conventions and national laws are respected and complied with. This applies to both ourselves and our business partners.

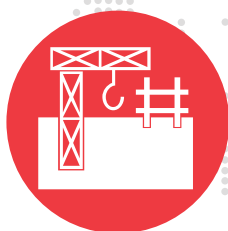
In order to achieve our long-term objective, we must ensure that our suppliers, customers and business partners operates in compliance with the terms and regulations of Elpress Code of Conduct.



Human rights

People who manufacture products and perform services for Elpress must have their fundamental rights respected in line with the universal declaration of human rights.

People should be respected in their professional practice, not discriminated against on the basis of ethnicity, gender, sexual orientation, or political opinion.



Labour

Elpress values are Trust, Passion, Quality and Development. These values shall permeate how we act in every day work and how we cooperate with customers, suppliers, partners and colleagues.

Elpress suppliers, customers and business partners must observe the UN's Convention on the Rights of the Child and the national legislation of the country where the product or service is produced or performed. The goods and services Elpress purchases must be produced or performed by people who have voluntarily chosen to work.

The freedom to form associations and the right to organise is the right of those who man-

ufacture products or provide service for Elpress. Employment opportunities regardless of race, religion, gender, disability, family circumstances or sexual orientation shall be equal. Employments shall be treated with respect and dignity and no employee should under any circumstances be subject to physical punishment or other forms of physical, sexual, psychological punitive measure, harassment or coercion.

Working hours and minimum wages must observe the national laws of the country in which the product is manufacture or the service performed. We work to ensure our supply chain endeavours to uphold a safe and sound working environment.



Anti-corruption

Elpress works to ensure good business ethics, and long-term and trusting relationships with the outside world.

We comply with the Swedish Business Code issued by the Swedish Institute Against Bribes (IMM), which aims to guide companies in question relating to how gifts, remuneration and other benefits may be used in the business sector to promote the company's operation.

We do not tolerate and are against all forms of corruption, bribes or unfair competition. Always conduct business in an ethical manner in accordance with all applicable rules and regulations, In particular:

- Ensure good business ethics, and long-term and trusting relationships with the outside world.
- Refrain from any and all form of corruption, extortion and bribery.
- Adhere to anti-trust and other competition laws, e.g. not participating in price fixing or bid-ragging.

The distributor, Retailer and Supplier will protect all confidential information provided by Elpress and its respective business partners.



Environment

Elpress will contribute to long-term sustainable development through proactive environmental and sustainability work at all our levels of operation.

We work actively to reduce the environmental impact through the management of natural re-

sources such as water and energy consumption, by minimising the amount of emissions to land and water, and by reducing the amount of chemical products and industrial waste.



International Trade

We follow at all times applicable international trade laws of the countries in which we conduct business. Consultation and authorisation shall always be obtained from the Group Management prior to exporting or entering into agreements with business partners in countries listed on the UN, EU or US sanctions and export control lists.

For an updated list of countries, physical persons and entities subject to sanctions, please see UN Security Council sanctions, EU Sanctions Map and Sanctions Programs and Country Information (US Department of Treasury) respectively. For a list of products subject to EU export controls, please see List of Dual-Use Items.

Supplier, customer or business partner compliance with Elpress code of conduct:
We hereby confirm that we understand, accept and will follow Elpress' code of conduct:

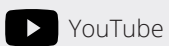
Company name

Sign

Place & Date

Printed name

Date: 2022-05-10
Revision: 5



YouTube



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