



CODE OF CONDUCT

Ringheims Solskydd AB safeguards good business ethics, sustainable social development and strives for long-term and trusting business relationships. Our Code of Conduct describes our values and the requirements we place on employees and business partners. With continuous improvement, we take responsibility for being a long-term partner and building trusting business relationships.

THE CODE OF CONDUCT

Basis of the Code of Conduct is Ringheims Solskydd AB's core values that guide us in everything we do in our everyday operations.

The Code of Conduct is based on the UN Global Compact and its 10 principles in the areas of human rights, labour law, the environment and the fight against corruption. The principles of the Code of Conduct are also based on the UN Declaration of Human Rights, the UN Sustainable Development Goals and the ILO's core conventions on rights at work.

- The Code of Conduct applies to everyone at Ringheims Solskydd AB; the content of the Code shall be respected and followed by both the Board of Directors and employees.
- The Code of Conduct shall be respected and followed by our business partners (customers, partners, suppliers).
- The Code of Conduct provides a comprehensive framework, complemented by detailed rules and guidelines for individual areas where necessary.

BUSINESS ETHICS

Ringheims Solskydd AB complies with the laws, rules and regulations that apply in markets where we operate and requires our partners to act in a similar manner. We do not accept corruption and do not tolerate any form of corruption, bribery or extortion. Ringheims Solskydd AB always acts responsibly and ethically in business relationships. This means, for example, that we act and make decisions without regard to personal gain for us or our relatives, we avoid situations that may create or give the impression of creating conflicts of interest, we follow rules around gifts and entertainment and adapt to business partners' corresponding rules, etc., if these are stricter than our own.

Ringheims Solskydd AB operates in accordance with applicable competition legislation. We do not accept any form of illegal anti-competitive action such as price collusion, cartel formation or abuse of



market dominance. Furthermore, we act correctly and do not engage in undue influence or manipulate so that competition is distorted in any way. We reject undeclared work.

HUMAN RIGHTS AND WORKING CONDITIONS

Ringheims Solskydd AB prioritizes a safe work environment and health and works actively with our systematic work environment management. We work long-term and systematically to develop the work environment and promote the health of our employees, in accordance with our goal of preventing injuries and illness. At our workplaces, everyone must participate in the work environment management, and follow our guidelines and the workplace rules.

In the workplace there are adequate equipment and skills for the protection of people and property.

Everyone shall enjoy the same rights and opportunities regardless of gender, transgender identity or expression, ethnicity, religion or belief, disability, sexual orientation or age. We do not accept victimization or discrimination at Ringheims Solskydd AB.

Ringheims Solskydd AB protects reasonable terms of employment and does not accept terms of employment that fall below national and local legislation or ILO's core conventions.

ENVIRONMENT

We care about the climate and the environment and Ringheims Solskydd AB works to prevent environmental risks and minimize our impact on the environment and climate. Our environmental work is integrated into the business and takes place within the framework of our systematic work environment management. We comply with and respect laws and other relevant environmental requirements.

We work to reduce the environmental impact of our operations gradually and with continuous improvements to achieve better environmental performance.

Employees and business partners at workplaces are responsible for reporting deviations and environmental events. We encourage knowledge about the environment and climate, as well as contributing to the development and dissemination of environmentally adapted processes and technologies.

COMPLIANCE

We demand compliance with the Code of Conduct In accordance with Ringheims Solskydd's decision of the Board of Directors.

The principles of the Code of Conduct are continuously monitored as a natural part of the business. Management and managers have a particularly great responsibility to lead by example in accordance with the Code of Conduct and to work for its maintenance. An employee who feels uncertain about the application in their daily work can get guidance from their immediate manager.

Employees of Ringheims Solskydd AB shall raise the alarm in case of suspicion of anything contrary to the Code of Conduct or legislation. In the first instance, Ringheims Solskydd AB and business partners' employees report to their immediate manager. If for various reasons this is not

appropriate, it is possible to report anonymously via Ringheims Solskydd's whistleblowing management.

If an employee within Ringheims Solskydd AB does not act in accordance with the Code of Conduct, this will lead to corrective action. If a business partner repeatedly or seriously violates the Code of Conduct, the business cooperation will be terminated.

DETERMINATION AND UPDATE

This Code shall be adopted by the Board of Directors of Ringheims Solskydd AB annually.

Skene, 2022-06-27