

CODE OF CONDUCT

At **TIMIK Group AB and its affiliates**, we are committed to conducting our business with **integrity**, **professionalism**, and **respect** for all individuals and communities we serve.

This **Code of Conduct** sets out the principles and expectations that guide how we work
- with each other, with our partners, and with society.

This Code applies to **all employees, managers, board members, and others** acting on behalf of TIMIK. Everyone is expected to read, understand and uphold these principles.

1. Compliance with Laws and Regulations

We operate in full compliance with all applicable national and international laws, regulations, and standards.

We do not tolerate any form of unlawful or unethical activity. Every employee is responsible for understanding and following the laws and policies that apply to their work.

2. Ethical Business Practices

TIMIK conducts business with honesty, responsibility, and transparency.

- Bribery, corruption, and undue influence are strictly prohibited.
- Gifts, payments, or favors intended to gain an unfair business advantage are not allowed.
- We have zero tolerance for money laundering or financial misconduct.

3. Respect for Human Rights

We respect and support internationally recognized human rights, including the UN Universal Declaration of Human Rights.

- We prohibit harassment, discrimination, and abuse of any kind.
- All individuals must be treated with dignity, fairness, and respect, regardless of gender, ethnicity, religion, disability, or other status.
- We expect the same respect for human rights from our suppliers and partners.

4. Fair Competition and Antitrust Compliance

We are committed to fair, transparent, and competitive business practices.

- TIMIK complies with all applicable antitrust and competition laws.

- Employees must avoid price-fixing, market sharing, bid rigging, or coordinated actions that unfairly limit or distort competition.

5. Conflicts of Interest

Employees must avoid situations where personal interests may conflict with the interests of TIMIK.

Potential conflicts include:

- Outside employment or consulting work
- Financial interests in business partners
- Personal relationships that may influence business decisions

If a conflict arises or is suspected, it must be disclosed to a manager or board member without delay.

6. Labour Standards and Working Conditions

TIMIK upholds the core conventions of the International Labour Organization (ILO) and complies with all relevant employment laws.

We ensure:

- Freely chosen employment (ILO 29, 105)
- Prohibition of child labour (ILO 138, 182)
- Freedom of association and collective bargaining (ILO 87, 98)
- Equal opportunity and non-discrimination (ILO 100, 111)
- Safe and respectful working environments (ILO 155)
- Fair wages and working hours, in line with legal and contractual standards

Where local law provides higher protection than international standards, the higher standard shall apply

7. Health and Safety

TIMIK provides a safe and healthy workplace, in compliance with Work Environment Authority regulations and EU directives.

- Employees must follow all safety procedures and report unsafe conditions.
- We promote a culture of proactive risk prevention and continuous improvement in occupational health and safety.

8. Confidentiality and Data Protection

We are committed to protecting sensitive business and personal data.

- Confidential company, customer, or employee information must not be disclosed without proper authorization.
- All personal data must be processed in accordance with the EU General Data Protection Regulation (GDPR) and other applicable privacy laws.

9. Reporting and Enforcement

Each individual is responsible for complying with this Code.

- Any suspected violation should be reported to a manager or board member.
- Reports made in good faith will be taken seriously and investigated appropriately.
- No retaliation will be tolerated against anyone who raises concerns honestly.

Violations of the Code may result in disciplinary action, up to and including termination of employment.

This Code of Conduct has been formally approved by the Board of Directors of TIMIK Group AB. It reflects the organisation's commitment to high ethical standards and responsible business conduct.

All employees are expected to follow this Code and leadership is expected to lead by example. By living up to this Code, we protect our values, our people and the long-term success of TIMIK Group. We are all accountable for maintaining a workplace and a company we can be proud of.