



Code of conduct for IM Transmission AB

This day, 2019-11-21, the following policy has been established for IM Transmission AB hereinafter referred to as "the company".

Background

The company's Conduct Policy has been developed on behalf of the company's board of directors and is a document of the ethical standard and the principles that everyone in the company is expected to follow, both employees and board members.

Purpose

The business policy aims at IM Transmission AB to be seen as a company that takes its social responsibility seriously, with great focus on people, relationships and the environment. Furthermore, the company must be a company that stands for integrity, reliability and honesty.

Guidelines

All employees within the company have a responsibility to comply with laws, regulations and internal policies. If anything in this policy would violate national law, then the prevailing law in each country is in line with the principles described in the Company's Conduct Policy.

Internal Relations

The company encourages diversity at all levels within the Group. The company has a strong belief that diversity is something positive and that it can improve results. No one shall be discriminated against by gender, gender identity or expression, ethnicity, religion or other beliefs, disability, sexual orientation or age. This principle applies to how we treat our employees as well as the procedure in the recruitment and employment process.

The company sees every employee as an important resource and is willing to maintain his human capital within the company. The aim is to increase the level of competence of the employees and benefit from the full potential of the individual. Therefore, the company monitors the individual's personal development by offering further education opportunities and the opportunity to develop within the company. The company protects its employees by providing a good and safe working environment.

External Relations

The company's suppliers and partners must comply with the company's requirements to comply with the company's standard. The company expects to comply with current laws and regulations and to meet the company's environmental requirements. Suppliers and partners must undertake not to use forced labor, human trafficking and child labor. Suppliers and partners should also allow freedom of association and create a good and safe working environment. Suppliers and partners must be able to live up to the company's Business Policy. At the same time as the company demands our suppliers and partners, the company strives to maintain good relationships with business partners that promote good collaborations in the future.

All employees within the company are expected to behave properly in contact with business partners. Thus, neither bribes nor corruption of the company are accepted. Company employees and board members may not accept gifts, payments or other benefits that may affect business decisions, violate law, trade practice, custom or business practices.



Similarly, no one within the company shall act as described in the paragraph above that customers, potential customers, governments or representatives of these entities may in turn be affected by their decisions.

The company strives to have satisfied customers. One way to achieve that is to meet customer needs. This is done through good communication and each individual is responsible for being courteous to the customers and managing customer complaints and complaints correctly. The employees are the company's face outwards and their behavior reflects the company's value base. The company has a corporate responsibility and protects its customers as well as the public by making use of and providing safe and secure manufacturing processes and products.

Environment

The company strives to minimize the environmental impact of its own life cycle. As far as possible, materials and methods are used that do not pose environmental and health risks, either for employees or for the public.

This means that the manufacturing processes must be efficient and energy-efficient, with a minimal outcome of residual products. Above all, it is important that environmentally hazardous waste and environmental impact such as environmentally hazardous emissions are minimized as much as possible and that it is handled in accordance with laws and regulations.

The company's aim is that as much of the components of the finished product as possible, be energy-efficient and recyclable, and that deliveries and transports should be as environmentally sound as possible.

Contact

If a co-worker has questions about this Conduct Policy, he or she should first contact their nearest manager. Then one of the following persons can be contacted:

CEO Johan Lagerlund +46 8 531 895 60 johan@imtransmission.se

Chairman of the board Staffan Hansson +46 708 44 22 00 staffan@ifokus.se

Responsibility The company's managers are responsible for ensuring that all employees in the company are familiar with the company's Conduct Policy, but it is the responsibility of the individual to follow it. Violating the Company's Business Policy may lead to disciplinary penalties.

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