Code Of Conduct

General

MULTI-TEKNIK PCB GROUP AB and our suppliers shall be committed to ethical conduct of business, full compliance to applicable national and international laws and respect for human rights in the spirit of the United Nations' Universal Declaration of Human Rights, International Labor Organization, the principles of the UN Global Compact as well as other internationally recognized ethical standards (e.g. SA8000). MULTI-TEKNIK shall comply with Part II of the Rules of International Chamber of Commerce on Extortion and Bribery in International Business Transactions.

Conditions at work

We shall provide a healthy working environment, physically and socially, and shall strive to be an attractive employer and pay attention to the personal development of our employees. Relationships with and between employees shall be based on mutual respect and dignity. We require suppliers to respect human rights and to ensure that employees are treated in accordance with the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Working environment

We seek a constant improvement in health and safety in the workplace and work to provide our employees with a safe working environment. Suppliers shall observe applicable laws and regulations concerning the working environment and working conditions. We also demand that our suppliers prioritize the health and safety of their employees and furthermore expect that suitable provision is made for safety, that equipment and buildings are safe, and that the use of hazardous materials is reduced to a minimum. Waste must be minimized and if any, dealt with safely.

Work and salary

We and our suppliers shall apply working hours and pay wages and overtime compensation in accordance with national laws and agreements, or in accordance with standard practice in local industry.

Equal opportunity and Discrimination

Multi-Teknik is an equal workplace, where men and women have the same rights, obligations and opportunities for development.

The employee can be sure not to be treated negatively or positively depending on gender.

At Multi-Teknik, the culture is non-discriminatory and based on responsibility and respect. Good results, job satisfaction, commitment and cooperation are achieved through diversity, and all employees are offered equal opportunities for development, irrespective of gender, age, ethnic or national background, religion, sexual orientation, disability. We do not allow any discrimination or harassment in any form, in-house or at our suppliers.

Freedom of association

Employees shall be free to exercise their legal right to be members of, organize or work for organizations that represent their interests as employees. Suppliers shall not expose employees to threat or harassment, or otherwise limit or interfere in employees' legal and peaceful exercise of their rights.

Prevention of Underage Labor

Our suppliers will not use child labor, it is strictly prohibited. Supplier will comply with all applicable laws and regulations regarding the employment of minors. Suppliers shall obtain documentation to legally prove the date of birth for all their employees.

Waste Management

We and our suppliers shall manage and dispose of hazardous and non-hazardous waste generated from operations as required by applicable laws and regulations.

Wastewater and Stormwater Management

We and our suppliers shall monitor, control, and treat wastewater generated from operations before discharge as required by applicable laws and regulations. Suppliers shall take appropriate precautions to prevent contamination of stormwater runoff from their facilities.

Air Emissions Management

We and our suppliers shall characterize, monitor, control, and treat air emissions generated from operations, as required by applicable laws and regulations, before discharge.

Ground Contamination

We and our suppliers shall ensure compliance with applicable laws and regulations regarding ground contamination. Suppliers shall investigate and assess the possible risks of ground contamination, due to previous or ongoing activities on the site.

Data Privacy, Intellectual Property and Confidentiality

Data privacy and intellectual property rights should be respected. We and our suppliers must safeguard and only make appropriate use of confidential information. The transfer of technology and know-how must be done in a manner that protects intellectual property rights.

Management Responsibility

Management is responsible to ensure implementation inhouse and periodic reviews of the Supplier’s management systems and compliance of this Code of Conduct.

Gothenburg 2024-10-23

MULTI-TEKNIK PCB GROUP AB

Magnus Svensson

General Manager