
Code of Conduct

Åkesson Bygg i Kalmar AB

Åkesson Bygg i Kalmar AB, below called Åkesson Bygg, strives to create added value for customers, employees and supplier while contributing to sustainable social development, climate and environmental measures and a strong social commitment. To achieve this, we work actively with our values; Care, make a difference, work together, be innovative and act with integrity.



We care about good business ethics and strive for long-term and trusting relationships. The Code of Conduct provides guidance by describing our values and the requirements we have for employees and business partners. We take responsibility by making continual improvements.

ABOUT THE CODE OF CONDUCT

The foundation for the Code of Conduct is comprised by Åkesson Bygg's core values, which provide guidance in all we do. The Code of Conduct is based on the Business management system FR2000, the 10 principles in the areas of human rights, labour legislation, the environment and anticorruption. The principles of the Code of Conduct are also based on the UN's Universal Declaration of Human Rights, the UN Global Goals for Sustainable Development and the ILO's fundamental conventions concerning rights at work.

- The Code of Conduct applies to all employees at Åkesson Bygg, and the content of the Code shall be respected and followed.
- We require that the Code of Conduct is respected and followed by our business partners (customers, collaboration partners, suppliers).
- The Code of Conduct comprises a general framework, complemented with detailed rules and guidelines in specific areas.

PRODUCTS AND SERVICES

Our products and services must meet and preferably exceed our customers quality expectations and to be produced and delivered according to good environmental, manufacturing and working conditions.

BUSINESS ETHICS AND BUSINESS PRINCIPLES

Laws and regulations

Åkesson Bygg follows the laws, rules and regulations that apply in the markets in which we operate. We require that our business partners do the same.

We do not accept corruption. We always act responsibly and ethically in its business relationships. We do not tolerate any form of corruption, bribery, or blackmail. This means, for example, that:

- We act and make decisions without consideration for personal gain for ourselves or those close to us. We do not use relationships with business partners for personal gain.
- We avoid situations that can create or give the impression of creating conflicts of interest. If a conflict of interest cannot be avoided, it must be reported openly to the appropriate line manager. If an employee pursues business operations outside of Åkesson Bygg (a so-called sideline), approval must be sought from Åkesson Bygg.
- We never breach applicable laws on the giving or accepting of bribes. We neither give nor accept gifts or services of a value that exceeds the levels established by Åkesson Bygg. Nor do we participate in business entertainment outside normal business operations. We adapt to our business partners' rules on gifts, business entertainment and the like if they are stricter than Åkesson Bygg's rules.

Competition laws

Åkesson Bygg pursues business in compliance with the applicable competition legislation in the markets in which we operate. We act to promote healthy competition in tendering, quotation, procurement and purchasing processes.

- We do not accept any form of illegal anti-competitive action, such as price fixing, cartel formation or the abuse of dominant market positions.
- We act correctly and do not exercise inappropriate influence or manipulation intended to distort competition.

Financial crime

As a community builder, Åkesson Bygg takes responsibility for the prevention of financial crime in the industry. Financial crime distorts competition and results in instability, unpredictability and fewer resources for the law-abiding sections of society.

- We correctly account for all financial transactions.
- We oppose and actively work to prevent illicit work.

HUMAN RIGHTS AND WORKING CONDITIONS

Health and safety

Åkesson Bygg's workplaces shall be safe, secure, and inclusive, without accidents. We consider employee health and job satisfaction as central issues.

- We take a long-term and systematic approach to developing the working environment in order to prevent accidents and ill health and promoting employee well-being.
- At all workplaces, everyone shall participate in working environment management and follow the company's guidelines and workplace rules. Employees take responsibility for their own and others' working environments. We think twice in our day-to-day work and safeguard both ourselves and others.
- All our workplaces shall have adequate equipment and competence for the protection of people and property.

Equal treatment and diversity

It is self-evident that all people are equal. Åkesson Bygg works to increase diversity and equal treatment in all parts of the business and equal treatment is a prerequisite in all our workplaces. Everyone shall have equal rights and equal opportunities regardless of gender, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

We do not accept abusive victimisation or discrimination.

Åkesson Bygg operates a zero tolerance policy for all forms of discrimination, victimisation and bullying. Our responsibility is to prevent, avert and act. All employees and business partners who see or suspect violations are obligated to report them.

Child labour

All forms of violence, force or abuse of children are unacceptable. A person under the age of 18 is counted here as a child, in accordance with the first article of the UN Convention on the Rights of the Child. Employees under 18 years of age shall be particularly well protected from hazardous work tasks that entail a risk to health and safety.

Forced or bonded labour

Work shall be conducted on a voluntary basis. Personal documents and possessions may not be confiscated in order to force people to work. Employees shall be free to leave the workplace at the end of a work shift. Illicit labour may not be used.

The right to freedom of association

Åkesson Bygg does not accept any restrictions on the right to freedom of association or collective bargaining. Employees shall be able to exercise these rights without being hindered or retaliation, even in countries where the right to organise is limited or prohibited.

The right to reasonable employment conditions

Åkesson Bygg does not accept employment conditions that do not meet the minimum standards of national and local legislation or the ILO's fundamental conventions.

- Signed collective agreements shall be respected and followed.
- Working hours and minimum wages shall comply with national legislation in the country in which the product is produced or the service is performed.

ENVIRONMENT

The climate and the environment

Åkesson Bygg Kalmar AB works continually to prevent environmental risks and minimise our impact on climate change and the environment.

- Our environmental managements shall be systematic and integrated with operations.
- We follow and respect laws and other relevant requirements established by society concerning the environment.
- Our employees shall have the competence relevant to the impact their work tasks have on the environment.

The environmental impact of our operations

Åkesson Bygg actively focuses on the areas in which our operations have the greatest environmental impact from a life cycle perspective and works to:

- We comply with current legal requirements regarding waste management. The result is that we reduce the environmental impact of the waste.
- Our work vehicles must have the lowest possible environmental emissions and we apply the ECO driving principle.
- We reduce our energy consumption by using more energy-efficient products. For example, heating through solar panels.

Åkesson Bygg works progressively with continual improvements to enhance environmental performance. Employees and business partners at Åkesson Bygg's workplaces are responsible for reporting deviations and environmental incidents. In order to report easily, we have developed an internal Application for deviations.

Requirements for our business partners

Åkesson Bygg's business partners and their environmental performance play a significant role in our environmental management. This is incorporated in purchasing processes in the form of requirements and guidelines. We shall in collaboration with our business partners drive the development of green products and solutions.

COMPLIANCE

Compliance with the Code of Conduct

The principles of the Code of Conduct are followed up regularly as a natural part of operations. In this respect, executive management and managers at all levels have a responsibility to lead by example. An employee who is uncertain about the application of these principles in day-to-day operations can turn to their manager for guidance. Support is always available from Åkesson Bygg's administration service.

Employees of Åkesson Bygg shall sound the alarm if they suspect actions contravening the Code of Conduct or legislation. Åkesson Bygg offers several options for reporting suspected breaches. In the first instance, employees of Åkesson Bygg and its business partners should report to their line manager. If, for some reason, this option is unsuitable, reports can be made anonymously by Åkesson Bygg's whistleblowing system.

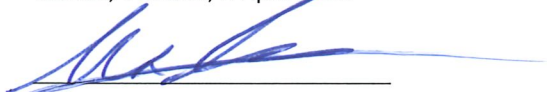
We do not tolerate any form of reprisal based on an employee or other party being at our workplaces making claims of suspicion or actual events that are contrary to this Code Of Conduct.

If a Åkesson Bygg's employee fails to act in accordance with the Code of Conduct, this will result in disciplinary action. If a business partner repeatedly or seriously breaches the Code of Conduct, the business partnership will be terminated.

ADOPTION AND UPDATES

This code shall be adopted each year by the management of Åkesson Bygg in conjunction with the annual audit of FR2000.

Kalmar, Sweden, 3 April 2023



Alex Åkesson
CEO and President