



## **S2H2+Bm Concept AB Code of Conduct**

Decreed by the Board of Directors on April 09, 2024

# CODE OF CONDUCT

## S2H2+Bm Concept AB (“S2H2” or “the company”)

This policy has been developed and decided by the Board of Directors on 09 April 2024, and remains valid until changed by the Board of Directors.

## INTRODUCTION

### Purpose

The purpose of this Code of Conduct is to delineate the expectations for every employee within the S2H2 Group, suppliers and other collaborating organizations concerning professional, social, and ethical conduct.

### Compliance

This Code of Conduct delineates S2H2’s professional, social, and ethical standards, rooted in the UN Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, and applicable ILO Conventions. It is imperative for group entities to comply with the local laws and regulations of each country of operation. In the event of any conflict between this Code of Conduct and national law, the latter shall prevail. However, where this Code of Conduct surpasses the requirements of national law, adherence to the Code of Conduct is obligatory.

## S2H2 CORE VALUES

### Simplicity

“-Keep it simple!” is important. It requires more work, higher standards and dedicated effort. It is about leadership, engineering, organizational design, this CoC, and all what we do.

### Determination

When in a hole, we stop digging, reason, and find a way out. In an uphill stretch we might slow down, asking for help, but continue to the top. Always. This company has a purpose and a vision, and we are going there.

### Transparency

In a culture of transparency on all levels and on all issues, we not only reduce the probability of anyone violating this Code, but also learn from each other and avoid repeating mistakes or less effective problem solving. It is about being honest and upfront and it is the right thing to do. And it is efficient.

## RESPECT & FAIR TREATMENT

S2H2 cultivates a workplace culture where employees treat each other with respect, fairness, and equality, fostering an inclusive environment that leverages individual strengths. S2H2 also upholds respect and fair treatment towards suppliers and competitors and commits to conducting business with integrity.

## DISCRIMINATION & HARASSMENT

S2H2 unequivocally prohibits all forms of discrimination, harassment, bullying, or victimization. Every individual, including employees, contractors, or interns, must be treated with equality and respect. We all, but managers in particular, have a responsibility to prevent and address harassment promptly, ensuring a safe and inclusive work environment.

## ETHICAL BEHAVIOR

### Rejection of Child Labor and Forced Labor

S2H2 categorically rejects child labor and any form of forced or involuntary labor, adhering strictly to legal employment age requirements.

### Anti-Corruption

S2H2 maintains a zero-tolerance policy towards corruption, extortion, and embezzlement, strictly prohibiting any form of bribery or unethical advantage-seeking.

### Purchase of Sexual Services and Sexual Exploitation of Children

S2H2 opposes the purchase of sexual services and any exploitation of children, as it violates human rights and may support illegal activities such as trafficking. Employees must adhere to this stance, both during and after working hours, irrespective of location.

## SUPPLIERS

S2H2 expects its suppliers and collaborative organizations to adhere to similar ethical standards as outlined in this Code of Conduct. Suppliers are expected to comply with all applicable laws and regulations, including those related to labor, human rights, and environmental protection. S2H2 reserves the right to terminate contracts or relationships with suppliers found to engage in unethical practices or non-compliance with this Code of Conduct.

## SOCIAL MEDIA AND MEDIA IN GENERAL

### Media in General

Statements on behalf of S2H2 are managed by the Managing Director or the Chairman of the Board of Directors. Employees approached by the media regarding S2H2 matters should refer them to the MD, or the Chairman should there not be other directives communicated internally.

### Social Media

Employees should exercise caution when posting on social media, ensuring that their statements align with S2H2's values and policies. Personal opinions should be distinguished from professional affiliations, and employees must refrain from disclosing confidential information or engaging in speculative discussions about S2H2 matters. Any copyrighted material belonging to S2H2 is prohibited from use on personal social media platforms.

## CONCLUSION

This Code of Conduct serves as a guiding framework for ethical conduct within S2H2, emphasizing integrity, respect, and responsibility in all business activities. Compliance with this Code is mandatory for all employees, suppliers, and stakeholders associated with S2H2.