

CODE OF CONDUCT

ISSUE 2022



WORDS FROM CEO CODE OF CONDUCT

“By applying the Code of Conduct in our daily work we take responsibility in helping to ensure that our business is conducted in a responsible and sustainable way. All our employees must be aware of and comply with this Code of Conduct. Together with our company policies, the Code forms the basis for the way we work in Ewes. All our employees are expected to always act in the spirit of the Code.”



Anton Svensson
CEO

REPORTING OF VIOLATIONS

If you become aware of unethical or illegal conduct, you are expected to report your concerns to company management. When reporting suspected violations, employees may choose to identify themselves, or to remain anonymous.

There will be no retaliation against any employee making a report in good faith. Ewes' shall follow the laws and regulations in each country where it operates. The Code sets forth the minimum level of approved behavior. In case local law is stricter than the Code, local law shall prevail.

DEALING WITH CONFIDENTIAL INFORMATION

Employees often have access to information about Ewes, and sometimes also to information owned by third parties, that is not generally available to the public. Such confidential information must not be passed on to anyone outside the Ewes company. This obligation continues even after termination of employment at Ewes.

CONFLICT OF INTEREST

Ewes employ transparent and effective procedures for addressing customer inquiries and complaints and strive for fair and timely resolution of all customer disputes.

RESPECT FOR THE INDIVIDUAL

Ewes provides equal employment opportunities to all individuals without regard to gender, race, religion, age, disability, sexual orientation, nationality, social or ethnic origin, citizenship, union affiliation, political opinions or any other characteristics protected by applicable law.

Physical, psychological, sexual, or verbal harassment against any colleague or business partner will never be tolerated.

FAIR EMPLOYMENT CONDITIONS

Employment terms and wages shall be fair and reasonable. All employees, including those who are temporarily employed, should have their employment terms in writing and be made aware of their employment conditions.

FAIRNESS IN ALL BUSINESS RELATIONS

We exercise fairness in all dealings with our business partners and stakeholders.

Business decisions are based on the best interests of Ewes, without regard to personal relationships or considerations.

Employees must not accept gifts, benefits, reimbursements or entertainment that could affect, or even appear to affect, the objectivity and professional judgment of the employee. Likewise, Ewes shall not offer rewards or benefits to any business party or stakeholder, which is, or appears to be, in violation of applicable laws.

The Ewes team competes in a manner that is both ethical and fair, without engaging in any inappropriate activities or unfair trade practices.

FREEDOM OF ASSOCIATION

All employees are free to exercise the right to form, join or refrain from joining unions or similar organizations devoted to collective bargaining.

FORCED OR CHILD LABOR

Ewes do not tolerate underage labor in its operations or in the operations of any supplier or other party with whom we cooperate. The minimum employment age is 15 years, or the lawful age for working in the country in question.

We do not allow illegal or forced labor in our operations or in the operations of any parties with whom we cooperate.

THE ENVIRONMENT

Ewes are committed to protection of the environment and to maintain a sustainable business model. Our commitment involves reducing the environmental impact of our operations, products and processes. This applies from product idea to product delivery, operation, maintenance and disposal, even when there is no legal requirement to do so.

We work systematically with environmental management systems. Our environmental programs feature continuous improvement, technical development and resource efficiency

HANDLING OF CHEMICALS

Chemicals are stored and marked according to Swedish law. Affected staff are informed about the risks, and how to use chemicals appropriate.

SAFETY

The necessary conditions for a safe and healthy work environment shall be provided for all Ewes employees, including appropriate information and training. All relevant information to EWES AB's staff is presented and available in our Intranet.

IN CASE OF EMERGENCY

All staff are trained in HLR and Fireprotection, and kept informed about the procedure regarding emergencies, accidents and incidents.

PERSONAL PROTECTIVE EQUIPMENT

Appropriate Personal protective equipment are supplied by EWES to all employees, temporary employees included.

MACHINE SAFETY

All applicable laws are followed regarding machine safety. Compliance is evaluated during safety rounds both internally and externally.

DRUGS AND ALCOHOL

The use of drugs or alcohol at the workplace is not tolerated.



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