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Code of Conduct



Tykoflex Code of Conduct

Tykoflex AB works towards creating value for all stakeholders involved, without compromising high aspirations for ethical, social and environmental responsibility.

Respect for human rights

We respect and support the ten principles of the UN Global Compact, and encourage all our business partners to accept and implement them too. Child labour, illegal labour and work under duress shall not be tolerated within the company or at any of our partners.

Relationship with employees

Our corporate culture is characterized by responsibility and respect for individuals. All employees shall be treated fairly and without prejudice. No form of discrimination shall be tolerated. All employees shall be given the same opportunity to develop within the company, regardless of gender, marital status, ethnic or national origin, sexual orientation, political beliefs, religion or disability.

Employment, wages and benefits must be fair and appropriate. All employees, including temporary staff, shall receive written details of their employment terms and conditions. Employees shall have the fundamental right to join or not join recognized unions.

Health and safety

Tykoflex AB shall offer its employees a safe and healthy working environment. Work-related injuries and illness shall be prevented by means of continuous improvement, information and education. As a minimum, the company shall comply strictly with national laws and industry standards. The use of drugs and alcohol at work shall not be tolerated.

Business principles

All contacts with business partners shall be characterized by respect, fairness and equal treatment. Our employees shall behave with honesty and integrity while working with other employees, customers, suppliers, organizations and government agencies. Tykoflex AB shall never use or in any other way be associated with corruption, bribery, or other unfair and restrictive measures.

Environment

Our business shall be conducted in an environmentally responsible manner with a view to reducing its impact on the surrounding environment and public health. We are certified and work continuously on our environmental management system in accordance with ISO 14001.

Applicability

The Code applies to all employees and members of the board, in all markets at all times and without exceptions. All managers of Tykoflex AB are responsible for informing their employees about the Code's content and for the Code being continuously monitored and complied with.

Course of action

Employees who become aware of a violation of applicable law or this Code shall immediately notify the nearest senior manager. Those reporting in good faith shall not face sanctions.

Human resource managers within the company are required to report all grievances or complaints in connection with this Code of Conduct to the Management Team.

Stefan Örjes
Managing Director