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Jobro strives to be a socially responsible company that contributes to sustainable development. To ensure that we live up to our ambition to be a socially responsible company, we have designed our own CSR policy. This CSR policy provides a framework for how we conduct our business and helps us to be an attractive workplace and business partner. When the words “Jobro” or “we” are used in our CSR policy, it means that the obligations and expectations described apply to the company of Jobro as a whole.

A condition of the CSR policy is that we comply with all current legislation, relevant rules and international conventions.

We also want to work with our suppliers to continuously contribute to their social responsibility. As part of this, we have established our own Code of Conduct, i.e. a number of guidelines that form the basis for a dialogue with our suppliers and to monitor their CSR work. Our CSR policy is expressed in the Code of Conduct, which is also based on respect for human rights, labour law, environmental considerations and anti-corruption.

Human rights

We respect the international human rights and workers’ rights described in the International Bill of Human Rights and the eight fundamental conventions of the International Labour Organization (ILO). We strive to avoid negative impact on human rights and workers’ rights. Should we still become involved in any such negative impact, we undertake to manage and remedy the effects.

We respect the right to privacy of our employees, business partners and customers. We undertake to use responsible methods in the preparation, manufacture and distribution of our products, and to ensure that our products are not harmful to living organisms, do not pose a safety or health risk, and do not adversely affect the environment.

Human rights for employees

We offer a safe and healthy physical and mental work environment for all employees. We ensure a high level of job satisfaction and a good social environment.

We ensure good working conditions and that employees are not subjected to punishment, threats of violence or other forms of psychological or physical coercion or exploitation. Disciplinary sanctions in the form of fines or reduced compensation are not allowed. We ensure that employees are given the opportunity for personal and professional development in the workplace.

Wages, working hours, breaks, holidays, sick leave, parental leave and other terms of employment are at least in compliance with the applicable legislation and current collective agreements within our area of activity. We pay wages in legal tender and never more rarely than once a month.

Employees’ rights

We reject all direct and indirect forms of forced labour. All our employees receive a written and complete description of their terms of employment, and are entitled to free movement during the period of employment.

We reject all direct or indirect forms of child labour. If we employ young people between the ages of 15 and 18, they must not perform dangerous tasks and they must not work at night.

We reject discrimination and work for equal opportunities for all current and future employees. We must never, directly or indirectly, discriminate against anyone on the basis of ethnicity, colour, gender, language, religion, political or other opinions, age, nationality, disability, social or ethnic origin, property, sexual orientation, descent or other characteristics. Employment, salary, training, dismissal, pension and other employment-related decisions must be based on relevant and objective criteria. Employees who choose to be on parental leave must never be exposed to dismissal or threat of dismissal, but must be offered the opportunity to return to their previous duties, with the same salary and benefits as before.

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We recognise the freedom of association of employees and the right to pursue and participate in collective bargaining. If we operate in areas where there are restrictions on freedom of association and the right to conduct/participate in collective bargaining, we ensure that our employees have the right to form associations and to conduct/participate in collective bargaining.

Environment

We establish and update emergency procedures that effectively prevent and correct environmental problems and industrial accidents that could affect the environment or have negative consequences for the environment. We strive to minimise the possible environmental impact of our operations and products and services, by using environmental management systems to:

- reduce the amount of waste and emissions to air, soil and water
- handle chemicals in an environmentally sustainable manner
- handle, store and dispose of hazardous waste in a way that is safe for the environment
- contribute to the recycling and reuse of materials and products
- develop and establish environmentally friendly technologies.

Anti-corruption

We refrain from all forms of corruption and bribery aimed at exerting undue influence on public officials, members of the judiciary or business contacts. We also refrain from accepting or approving any form of corruption or bribery.

We discourage the handling of counterfeit products, so that all purchased materials are free of conflict minerals according to the Dodd-Frank Wall Street Reform and the Consumer Protection Act 2010, Section 1502.

We do not allow facilitation payments. A facilitation payment is usually a small amount of money paid to a public official or authority in order to speed up the handling of a routine matter (for example, to obtain some type of permit).

Employees of Jobro may not, without prior approval from the Board, accept gifts, trips or similar whose value exceeds a not insignificant amount. It is also important that the handing over of the gift or benefit takes place openly, is not a frequent occurrence and that it does not affect the individual employee's way of fulfilling their duties.

Whistleblowers

Jobro strives to maintain a transparent business environment and therefore the company follows a number of clear ethical guidelines based on the idea that Jobro should conduct profitable business while complying with ethical rules. It is of the utmost importance that the entire company's operations are conducted with the highest possible sense of responsibility, openness and honesty. Any suspected fraudulent behaviour, bribery or other similar situations witnessed must be reported without delay.

Jobro strives for a business environment where whistleblowers feel that they can report irregularities safely and without fear.

Jobro believes that there is an obligation to deal with irregularities and that irregularities are reported in line with the company's ethical guidelines. In addition, whistleblowers who report irregularities are considered to be exemplary citizens as they help us to work for integrity, accountability and good governance.

For further information, please see our whistleblower policy and the whistleblower committee.