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The company's social responsibility

Jobro aims to be a socially responsible company contributing to sustainable development. To ensure that we live up to our ambition of being a socially responsible company, we have formulated our own CSR policy. This CSR policy provides a framework for how we conduct our operations and helps us be an attractive workplace and business partner. When the terms "Jobro" or "we" are used in our CSR policy, it implies that the obligations and expectations described apply to the entire Jobro company.

A prerequisite according to the CSR policy is that we comply with all current legislation, relevant regulations, and international conventions.

We also want to collaborate with our suppliers to continually contribute to their corporate social responsibility. As part of this, we have established our own code of conduct, outlining guidelines for dialogue with our suppliers and monitoring their CSR efforts. Our CSR policy is reflected in the code of conduct, which is also based on respect for human rights, labor rights, environmental considerations, and anti-corruption.

Human Rights

We respect international human rights and workers' rights as described in the "International Bill of Human Rights" and the eight fundamental conventions of the International Labour Organization (ILO). We strive to avoid negative impacts on human rights and workers' rights. Should we still become involved in such negative impacts, we commit to managing and remedying the effects.

We respect the privacy rights of our employees, business partners, and customers. We commit to using responsible practices in the preparation, manufacture, and distribution of our products, ensuring that they are not harmful to living organisms, do not pose safety or health risks, and do not negatively impact the environment.

Human Rights for Employees

We provide a safe and healthy physical and mental work environment for all employees. We ensure a high level of well-being in the workplace and a good social environment.

We guarantee good working conditions, and employees should not be subjected to punishment, threats of violence, or other forms of mental or physical coercion or exploitation. Disciplinary measures such as fines or reduced compensation are not allowed. We ensure that employees are given opportunities for personal and professional development in the workplace.

Regarding wages, working hours, breaks, vacations, sick leave, parental leave, and other employment conditions, we comply with at least applicable legislation and current collective agreements within our industry. We pay wages in legal tender and no less frequently than once a month.

Workers' Rights

We reject all forms of direct and indirect forced labor. All our employees receive a written and comprehensive description of their employment conditions and have the right to free movement during the employment period.

We distance ourselves from all forms of child labor, and if we employ individuals between 15 and 18 years of age, they must not perform hazardous tasks and must not work at night.

We reject discrimination and work for equal opportunities for all current and future employees. Employment, salary, education, termination, pension, and other employment-related decisions must be based on relevant and objective criteria.

We recognize employees' freedom of association and the right to engage in collective bargaining. If we operate in areas where there are restrictions on freedom of association and the right to engage in collective bargaining, we ensure that our employees have the right to form associations and engage in collective bargaining.

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Environment

We establish and update emergency procedures that effectively prevent and remedy environmental issues and industrial accidents that could affect the surroundings or have negative consequences for the environment.

We strive to minimize any environmental impact of our operations and products and services by using environmental management systems to:

- Reduce the amount of waste and emissions to air, land, and water.
- Manage chemicals in an environmentally sustainable manner.
- Handle, store, and dispose of hazardous waste in an environmentally safe way.
- Contribute to the recycling and reuse of materials and products.
- Develop and implement environmentally friendly technology.

Anti-Corruption

We refrain from all forms of corruption and bribery aimed at exerting undue influence on public officials, individuals in the judiciary, or business contacts.

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

We do not allow facilitation payments. Facilitation payments are typically small sums of money paid to an official or authority to expedite the handling of a routine matter (e.g., obtaining a permit).

Employees of Jobro must not, without prior approval from the board, accept gifts, trips, or similar with a value exceeding a negligible amount. It is important that the presentation of the gift or benefit is done openly, is not frequent, and does not affect the individual employee's ability to perform their duties.

Whistleblowers

Jobro strives for a transparent business environment and, therefore, follows a set of clear ethical guidelines based on the idea that Jobro should conduct profitable business while adhering to ethical rules. It is of utmost importance that any suspicion of fraudulent behavior, bribery, or similar situations is reported without delay.

Jobro aims for a corporate climate where whistleblowers feel they can report irregularities safely and without fear.

Jobro believes there is an obligation to address irregularities and that irregularities should be reported following the company's ethical guidelines. Whistleblowers reporting irregularities are considered exemplary citizens as they help us work for honesty, responsibility, and good governance.

For further information, please refer to our Whistleblowing Policy and Whistleblower Committee.