



## Code of Conduct

Our Code of Conduct aims to establish a common standard of acceptable conduct and practice. It is based on our fundamental values, principles and expectations of the company and its employees. It also offers guidance for dealing with various situations and challenges.

Our Code of Conduct aims to ensure that we comply with applicable laws and regulations and follow the best practices in ethics for sustainability. We are committed to a culture of openness, accountability and civic engagement, which we aim to support with these guidelines.

### **Ethical behaviour and integrity**

Hallgruppen is committed to act in an ethical manner and maintain a high level of integrity in all our activities. We will act honest, fair and in line with applicable laws and regulations. We do not accept extortion, discrimination, harassment or other forms of unethical conduct. We comply with all laws on anti-money laundering and engage only in business with customers and partners who are conducting legitimate operations.

Hallgruppen has a strict zero tolerance for corruption. We are committed to conducting our business in an ethical and responsible manner, which means that all transactions must be in accordance with contract, law and in the normal course of business.

### **Health and personal safety**

Our objective is to ensure that no employee is injured or suffers impaired health as a result of our activities. We are committed to prioritising health and personal safety in all our projects and activities. We will ensure that our employees work in a safe environment and have the necessary expertise to perform their tasks safely.

### **Quality and professionalism**

Hallgruppen is committed to provide high quality products and services. We will maintain professionalism in all our customer contacts and strive to maintain a recognised reputation in the industry. We shall always strive to improve our products and services, and listen to feedback from our customers and partners.

### **Openness and communication**

We aim to be open and transparent in our communication both internally and externally. We will ensure that our employees, customers and partners have access to relevant information and that we are available for questions and feedback.

### **Diversity and inclusion**

We are committed to respecting and recognising the diversity of our employees, customers and partners. We will strive for an inclusive and diverse workplace where everyone has the opportunity to succeed, and is treated with respect and fairness. We will not discriminate on the basis of gender, age, ethnicity, religion, sexual orientation or other factors.

**Accountability and civic engagement**

We take responsibility for our impact on the environment and society and will take all necessary precautions to protect our surroundings. We shall aim to reduce our climate footprint and follow best practices for our projects and activities. We will engage in community projects and contribute to the development of the local communities where we operate.

**Human rights, child labour and forced labour**

Hallgruppen is a member of the UN Global Compact, which is a global network for companies that are committed to working on social responsibility. Hallgruppen recognises and complies with the core conventions on human rights and the prohibition of child labour and forced labour.

**Drugs and alcohol**

Hallgruppen shall be a drug-free workplace and no one shall be under the influence of alcohol or other drugs when performing work for Hallgruppen.

**Data protection**

We respect the privacy of all people and ensure that personal data is handled in accordance with applicable laws and guidelines.

**Whistleblow**

Everyone who works in Hallgruppen has both the right and the responsibility to report unacceptable behaviour if they become aware of it. Reports can be made regarding breaches of laws, regulations, our own policies and procedures. Hallgruppen values openness and facilitates a safe environment for raising concerns in all parts of the company.