



## Commitment to the Core Labor Requirements

Responsible and legally compliant conduct has always been regarded as an indispensable element of business at AB Skanditrä. All AB Skanditrä employees are required to act in compliance with applicable legislation and company-internal guidelines.

We attach particular importance to fair working conditions and do not tolerate any forced or child labor. Our employees have a right to work in a healthy and safe environment free of discrimination and force.

AB Skanditrä will not tolerate the use of child or forced labor, nor exploitation of children in any of its operations and facilities.

The management team is working with its employees to realize a healthy and fulfilling work environment that fosters sustainable growth of the business operation. We promote equal opportunities. AB Skanditrä is not discriminating on the basis of race, religion, skin color, gender, gender identity, sexual orientation, age, national origin or marital status.

AB Skanditrä's hiring decision is based on motivation, experience and business needs.

AB Skanditrä

- is not using child labor.
- never applied and is not applying forced and compulsory labor.
- ensures that there is no discrimination in employment and occupation.
- respects the freedom of association and the effective right to collective bargaining.

Andreas Olofsson

Erik Mellstrand

AB Skanditrä Management

Kalmar, 2.5.2022