

Designation:				Reg no.
<b>Code of Conduct</b>				<b>AD002e</b>
Published by HRM/LM	Reviewed CFO/MN	Approved CEO/JD	Edit. 3	Valid from. 2025-06-19

## 1. Intro - Somas Code of Conduct

At Somas, we take responsibility for our business and its impact. We strive to balance financial, environmental, and social responsibilities, which are essential for our long-term success. Sustainability is an integral part of our operations and lies at the core of our shared values.

We support the UN Global Compact, and its ten principles form the foundation of our Code of Conduct. By following this Code, we all contribute to an ethical, sustainable, and respectful way of doing business. As an employee and representative of Somas, you play a vital role in this commitment.

## 2. Environmental responsibility – Contributing to a sustainable future

We work actively and systematically with environmental initiatives to support sustainable development. Our efforts include:

- **Environmental management system:** We comply with all local laws and regulations. Somas Instrument AB and AB Somas Ventiler operate in line with our certified environmental management system, ensuring that environmental risks are handled responsibly and with care.
- **Preventative work:** We work proactively to identify and minimize environmental risks and continually strive to improve.
- **Resource efficiency:** We carefully monitor our use of raw materials, energy and other resources to reduce waste and prevent pollution.
- **Sustainable business travel:** We strive to reduce the environmental impact of business travel by choosing environmentally friendly transportation and using digital meetings whenever possible.
- **Compliance and ambition:** We comply with all applicable environmental laws and aim to go beyond legal requirements whenever possible.
- **Training:** We increase our knowledge of environmental concerns through training and implement responsible work methods through our entire organization.
- **Product development:** We strive to develop products with as low of an environmental impact as possible without compromising quality or customer requirements.
- **Choosing suppliers responsibly:** We select our suppliers with both quality and the environment in mind. Whenever possible, we prioritize local suppliers to reduce transportation needs and lower our climate impact. We also strive to work with suppliers that have production facilities in Sweden or within the EU, to minimize long-distance transport and ensure a sustainable delivery network.

Designation:				Reg no.
<b>Code of Conduct</b>				<b>AD002e</b>
Published by HRM/LM	Reviewed CFO/MN	Approved CEO/JD	Edit. 3	Valid from. 2025-06-19

**3. Ethical conduct – The foundation of our credibility and respect**

At Somas ethical conduct is a given in everything we do. We strive to build long-term relationships and to generate good faith by acting correctly and with integrity in all situations. Our ethical principles consist of:

- **A focus on respect:** We treat everyone with respect and concern. Our meetings and collaborations are defined by a professional and inclusive attitude.
  - **How we treat each other**
    - We show care and support for each other’s well-being.
    - We actively listen and respect each other’s opinions, even if we disagree.
    - We contribute to a positive work environment by being helpful and constructive.
    - We handle conflicts with respect and aim to find solutions through dialogue.
  
- **Human rights:** We support, and respect internationally established human rights as defined in the UN’s general declaration. This includes freedom of thought, freedom of speech, freedom of religion and freedom to meet.
- **Legal compliance:** We do not accept working conditions or treatment that are in violation of laws or international regulations.
- **Zero tolerance of discrimination:** We do not accept any form of discrimination or differential treatment based on gender, ethnicity, religion, disabilities, sexual orientation, age, or political opinions.
- **Focus on skills:** We hire and divide work based on skill and experience.
- **Responsible for handling sensitive information:** We treat all forms of sensitive information with a high degree of confidentiality and comply with all laws related to data protection, including GDPR and our own guidelines for information safety.
- **Obligation to act:** If you as an employee discover unethical behavior, a breach of our Code of Conduct or other deviations you are obligated to act. We encourage you to raise questions/concerns with your supervisor, our HR department or your union representative. If you have serious concerns, you can use the anonymous whistleblower channel found on our website to safely report your findings. We guarantee that all reports are handled confidentially and the person who files the report is protected from reprisal in good faith. By acting, you help maintain our core values and ensure that we run an ethical business.

Designation:				Reg no.
<b>Code of Conduct</b>				<b>AD002e</b>
Published by HRM/LM	Reviewed CFO/MN	Approved CEO/JD	Edit. 3	Valid from. 2025-06-19

#### 4. Good business methods – conducting business with integrity and responsibility

At Somas we are determined to conduct a responsible and reliable business. Our business methods are based on ethical principles, honesty and a desire to build long-term trust. By acting in accordance with our core values, and following law and international standards, we ensure that our partners and customers can rely on us. This means:

- **Zero-tolerance policy for corruption/bribes:** We do not accept any forms of corruption, bribes or extortion.
- **Fair play:** We do not participate in cartels or other illegal collaborations to affect pricing, services or to divide markets.
- **Responsible representation:** Our employees, board members and company representatives cannot offer, accept or hand out gifts, payments or services that can influence business decisions exceed acceptable standards of professional representation.
- **No unauthorized payments:** We never offer bribes or illegal payments to a third party, i.e. civil servants or business partners, to obtain or maintain business deals.
- **Travel and responsibility for costs:** Somas covers all expenses connected to business trips, customer visits, conferences, training or exhibitions.
- **Compliance with laws:** We always follow national and international laws, including those related to bookkeeping and competition.

#### 5. Working conditions – A safe and nurturing workplace for everyone

At Somas, the working environment is a top priority. We strive to provide a safe, healthy, and inclusive workplace that forms the foundation for both productivity and long-term success. Through systematic and continuous efforts, we ensure that our employees have the right conditions to perform their daily work safely and efficiently.

This is how we maintain a strong and sustainable work environment:

- **Systematic focus on the work environment:** We use our business management system, designed to support workplace health and safety, both proactively and systematically to identify and minimize risks.
- **Continual improvement:** We strive not only to meet but to exceed legal requirements for the work environment in the countries where we operate, through regular follow-ups and ongoing improvements.
- **Training:** Through training and inclusion, we continuously build our knowledge of the work environment, ensuring that our work is carried out responsibly and safely.
- **Fair working conditions:** Employees of Somas Instrument AB and AB Somas Ventiler are covered by collective agreements that guarantee safe and fair working conditions. In other countries, equivalent standards are ensured by complying with applicable laws and agreements.

Designation:				Reg no.
<b>Code of Conduct</b>				<b>AD002e</b>
Published by HRM/LM	Reviewed CFO/MN	Approved CEO/JD	Edit. 3	Valid from. 2025-06-19

- **Zero tolerance for child labor:** We do not accept any form of child labor, forced labor, or other unethical work practices in our business. We comply with collective agreements and applicable laws to ensure that labor standards are upheld.
- **Inclusion and diversity:** We encourage an inclusive and respectful workplace that values diversity, equality and opportunities for all.
- **Balance and well-being:** We strive to maintain a healthy work-life balance and support our employees' efforts to maintain good health and well-being.
- **Handling of accidents in the workplace:** We have clear routines to handle and follow up on workplace accidents. This helps us identify causes, take preventative measures and learn from experience.
- **Protective equipment and tools:** We provide and use safety equipment and tools that are appropriate for our operations.

**6. Relationships with suppliers and customers – collaboration and trust**

At Somas our suppliers and customers are important for our success. We strive to build relationships based on reliability and respect, with the ambition to create long-term value and ensuring our business operates sustainably.

**6.1 Suppliers – partners for sustainability and quality**

Suppliers are a central part of Somas business and an extension of our own core values. We choose our suppliers with great care and ensure they meet our high requirements.

- **Responsible criteria:** Our suppliers are selected based on independent factors such as sustainability, quality, reliability, ability and price.
- **Sustainability and ethics:** We have clear set requirements for our suppliers' environmental, work environment and business ethics as outlined in our "Suppliers Code of Conduct"

**6.2 Customers – our long-term commitment**

Somas operates in a global market where we aim to be the supplier of choice, recognized for quality, reliability, and sustainable solutions. Our goal is to become the preferred partner for both existing and new customers.

We take care of our customers' interests through:

- **Keeping our promises:** We deliver on our commitments.
- **Maintain confidentiality:** We handle customers' information with the utmost respect and follow strict confidentiality guidelines.
- **Treat our customers' property with respect:** We handle customers' property with respect and care.

Designation:				Reg no.
<b>Code of Conduct</b>				<b>AD002e</b>
Published by HRM/LM	Reviewed CFO/MN	Approved CEO/JD	Edit. 3	Valid from. 2025-06-19

- **Provide correct and impartial information:** We provide relevant information based on facts and follow healthy principles for deals in all our business transactions.
- **Handling feedback professionally:** Our routine for handling claims and customer feedback are well established and help us improve our products and services.

**6.3 Quality – our shared responsibility**

Quality is at the heart of Somas’ business. It is the foundation for delivering reliable and sustainable solutions to our customers.

To keep a high level of quality, every employee must follow our instructions, processes, and routines. When we work together and communicate clearly with each other, we create a smooth workflow, from idea to final delivery.

Everyone at Somas is responsible for maintaining our quality standards and helping us improve step by step. By being careful in our daily work and following our systems, we strengthen customer trust and secure our position in the market.

**7. Social responsibility – contributing to our surroundings**

At Somas we take our social responsibility seriously. We are proud to be a part of our local community and to contribute to its development and well-being. Our commitments to social sustainability include:

- **Local commitments:** We support initiatives and local collaborations that benefit the local community, be it in education, culture or sports.
- **Long-term relationships:** We strive to build long-term relationships with local actors, including schools and other organizations.
- **Social projects:** We actively participate in projects and actions that aim to strengthen the local community and improve quality of life for its inhabitants.
- **Business Responsible:** We actively work to minimize our effects on the local environment and community by conducting responsible business.

**8. Our shared commitment**

By following this Code of Conduct, we all contribute to responsible business practices and a sustainable future. To ensure that this shared commitment is clear, all employees are asked to sign this Code of Conduct to confirm that they have read and understood its contents. Thank you for your dedication and for contributing to our common goals.