

## Code of conduct

Weland Solutions AB consider it important to cherish the ethical, social, and environmental conditions under which our products are manufactured.

Weland Solutions AB wants to add value for customers, employees, suppliers and at the same time contribute to sustainable societal development. To achieve this Weland Solutions AB works based on the UN's 17 global goals for sustainable development. To read more about the work in the Weland group, see Weland AB's Sustainability report.

## UN principles

Weland Solutions AB works according to the UN 10 principles for human rights, working methods, environment, and anti-corruption. Read more on <https://unglobalcompact.org/>.

Weland Solutions AB supports the UN global climate goals for sustainable development which aim to eradicate poverty, stop climate change, and create peaceful and secure societies. Read more on <https://www.undp.org/>

## Swedish law

Weland Solutions AB aim to give the employees a safe work environment and complies completely with Swedish law and in addition Weland Solutions AB has signed collective labour agreements.

Gislaved 2024-06-04



Mattias Larssen, CEO  
Weland Solutions

## UN:s 17 Sustainable development goals

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| <b>Global Goal 1</b>  | <b>No poverty</b><br>Poverty includes more dimensions than the economic one. Poverty means i.a. also lack of freedom, power, influence, health, education and physical security.   |
| <b>Global Goal 2</b>  | <b>Zero hunger</b><br>Abolish hunger, achieve secure food supply and improved nutrition and promote sustainable agriculture.   |
| <b>Global Goal 3</b>  | <b>Good health and well-being</b><br>Ensuring healthy lives and promoting well-being for all at all ages.  |
| <b>Global Goal 4</b>  | <b>Quality education</b><br>Ensure inclusive and equal education of good quality and promote lifelong learning for all.  |
| <b>Global Goal 5</b>  | <b>Gender equality</b><br>Achieve gender equality and the empowerment of all women and girls.  |
| <b>Global Goal 6</b>  | <b>Clean water and sanitation</b><br>Ensure access to and sustainable management of water and sanitation for all.  |
| <b>Global Goal 7</b>  | <b>Affordable and clean energy</b><br>Ensure access to affordable, reliable, sustainable and modern energy for all.  |
| <b>Global Goal 8</b>  | <b>Decent work and economic growth</b><br>Work for sustained, inclusive and sustainable economic growth, full and productive employment with decent working conditions for all.  |
| <b>Global Goal 9</b>  | <b>Industry, innovation and infrastructure</b><br>Build resilient infrastructure, work for an inclusive and sustainable industrialization and promote innovation.  |
| <b>Global Goal 10</b> | <b>Reduced inequality</b><br>Reduce inequality within and between countries.   |
| <b>Global Goal 11</b> | <b>Sustainable cities and communities</b><br>Making cities and settlements inclusive, safe, resilient and sustainable.   |
| <b>Global Goal 12</b> | <b>Responsible consumption and production</b><br>Ensuring sustainable consumption and production patterns.   |
| <b>Global Goal 13</b> | <b>Climate action</b><br>Take immediate action to combat climate change and its consequences.  |
| <b>Global Goal 14</b> | <b>Life below water</b><br>Conserve and use the oceans and marine resources in a sustainable way for sustainable development.  |
| <b>Global Goal 15</b> | <b>Life on land</b><br>Protect, restore and promote the sustainable use of land-based ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and halt the loss of biodiversity.                 |
| <b>Global Goal 16</b> | <b>Peace, justice and strong institutions</b><br>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective and inclusive institutions with accountability at all levels. |
| <b>Global Goal 17</b> | <b>Partnership for the goals.</b><br>Strengthen the means of implementation and revitalize the global partnership for sustainable development.   |



## UN:s 10 Principles

- Principle 1:** Human Rights - Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2:** Human Rights - Make sure that they are not complicit in human rights abuses.
- Principle 3:** Labour - Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4:** Labour - The elimination of all forms of forced and compulsory labour;
- Principle 5:** Labour - The effective abolition of child labour; and
- Principle 6:** Labour - The elimination of discrimination in respect of employment and occupation.
- Principle 7:** Environment - Businesses should support a precautionary approach to environmental challenges;
- Principle 8:** Environment - Undertake initiatives to promote greater environmental responsibility; and
- Principle 9:** Environment - Encourage the development and diffusion of environmentally friendly technologies.
- Principle 10:** Anti-Corruption – Businesses should work against corruption in all its forms, including extortion and bribery.