

CA Mätsystem Code of Business Conduct

Introduction

The CA Mätsystem Code of Business Conduct establishes a set of rules and non-negotiable standards in key areas, which must be followed by all employees within CA Mätsystem.

It provides a frame of reference that directs our behaviour and is further supported by specific policies and procedures.

For this code including all employees, whether working full-time or part-time or in a permanent or a temporary capacity.

We are committed to maintaining mutually beneficial relations with our suppliers, customers, and business partners, and they should have a code of conduct as well.

Obeying the Law

CA Mätsystem are required to comply with all applicable laws and regulations in the regions which we operate.

Workplace

We recruit, employ, and promote employees on the sole basis of qualifications and abilities, and do not tolerate any kind of discrimination, harassment, or abuse in the workplace.

CA Mätsystem is committed to a working environment that promotes diversity, inclusion, equal opportunity, and respect for human rights.

It is also committed to ensuring safe and healthy working conditions and to supporting the physical and mental well-being of its employees.

We recognise the rights to freedom of association.

Conflict of Interest

Employees of CA Mätsystem must not engage in personal and/ or financial activities, relationships or interests that could conflict or risk conflicting with the interests of CA Mätsystem.

Confidentiality and Security

We require all employees to maintain the prescribed level of confidentiality. The employees of CA Mätsystem must ensure that all assets both including intellectual property rights and information held by the company including information related to the group companies, its business counterparts, and individuals is adequately always safeguarded.

Environmental Impact

CA Mätsystem is committed to making continuous improvements in the management of the environmental impact of our operations.

We integrate environmental considerations into management decisions, investments, policies, and practices across the business.

Human Rights

CA Mätsystem respects the UN Guiding Principles on Business and Human Rights.

Financial and Non-Financial Reporting

Financial and non-financial reporting is made where required in accordance with the applicable laws and regulations.

The accounting records and supporting documents must accurately describe and reflect the nature of the underlying transactions. Underlying records required materiality assessments and reporting processes must ensure the effective control and relevance of such reporting.

Authorisation

The employees work within a system of delegated authorisation in accordance with their respective roles and responsibilities. CA Mätsystem follows a joint approval rule for all documents and other commitments with material effect, including payments.

Anti-Corruption

The employees and others working on behalf of us, must not offer, pay, request, or accept a bribe including the contribution or commitment of a financial nature or effect or ask any customer or supplier to offer, pay, request, or accept a bribe. The direct or indirect offer, payment, request for or acceptance of bribes or transfer of value in any form, such as excessive entertainment, favours, or gratuities, whether the other party is a business contact or a representative of an official body, is prohibited.

Any demand for, or offer of, a bribe in whatever form to any employee must be rejected and reported immediately to management.

Compliance, Monitoring and Reporting

CA Mätsystem is committed to taking a proactive approach across its own activities and business relationships, applying appropriate due diligence in the implementation of this code.

It is the responsibility of management to ensure that the requirements contained in this code are communicated to and observed by all employees.

Any deviation from this code or supporting policies must be reported immediately to management. Employees are encouraged to voice and report concerns to management and raise a complaint of actual or suspected non-compliance.

Employees will not be penalised for any loss of business resulting from adherence to this code, or for reporting any actual or suspected breaches of the code.