

# Acconeer AB Code of Conduct

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Approved by: Ted Hansson

# Committed to growing sustainably

We believe that sustainability is fundamental to the success of our business. Our business is driven by performance as well as integrity, and we expect the same commitment from our employees and partners.

For us, being responsible means openness, honesty and reliability towards all our stakeholders. We care about our customers, employees, investors, partners and society, and aim to reduce our impact on the environment.

Everything we do is guided by the principles stated in our Code of Conduct. The Acconeer code supports us in making the right decisions and conducting global business with integrity.

Each of us has an obligation to our stakeholders and ourselves to act in accordance with the Acconeer Code. As a company and as individuals, sustainable growth is the only option in terms of long-term success.

**Ted Hansson**  
CEO



# Managing sustainability

We manage sustainability via our ISO 9001:2015 and ISO 14001:2015 certified management systems, and we acknowledge and continuously implement the Code of Conduct of the Responsible Business Alliance (RBA). The RBA Code of Conduct is a set of social, environmental and ethical industry standards, that comply with international laws and practices such as the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, and ISO and SA standards.



## **Purpose**

Our business is built on integrity, so we must be a reliable partner to all our stakeholders. The Acconeer Code of Conduct reflects our values, expresses our commitment to build the business sustainably, and guides all of our employees and business partners.

## **Scope**

The everyday work of all our employees and partners is guided by the principles stated in the Acconeer Code of Conduct. The company's quality, environmental, business ethics, labor and health, and safety policies form the Acconeer code.

## **Applicability**

All co-workers including management, employees and in-house contractors of Acconeer are responsible for following and promoting the code of conduct. With regard to suppliers and other partners, Acconeer will do its best to ensure that third parties utilize similar policies.

# Quality & Environmental Policy

We will consistently create and provide the most accurate, smallest, low power and low-cost radar products for a growing number of applications, that meets the applicable requirements from interested parties.

## Quality

We will actively pursue ever-improving quality through activities that enable each employee to better understand the needs of the customer in order to do their job right the first time.

## Environment

We are committed to protect the environment and fulfil our compliance obligations. We aim to minimize our environmental impact by striving to eliminate hazardous content in our products and to minimize waste in production.

# Business Ethics

Here at Acconeer, we place a high value on our integrity and operate within social and economic priorities on a daily basis. We believe that honesty and integrity are accepted practices in all cultures. While we are aware that customs may vary from one country to another and morals can differ, it is Acconeer's desire to conduct our business with honesty and integrity.

## **No improper advantage**

It is strictly forbidden to participate in any anti-competitive activities, such as bribery or any other means of obtaining improper advantage.

## **Disclosure of information**

All employees must treat whatever they learn about our employees, customers and suppliers and each of their businesses as confidential information. This confidentiality must be maintained both during and after employment.

## **Intellectual property**

Intellectual property rights are respected by all Acconeer employees. We protect the intellectual property of our customers, suppliers and other stakeholders.

## **Fair business advertising and competition**

We seek to compete fairly, honestly and in full compliance with the applicable laws. Our employees shall not discuss, exchange, compare, inform, or in any way agree with competitors on prices or terms in general.

## **Responsible sourcing of minerals**

We are committed to supporting the responsible sourcing of minerals. Acconeer expects its suppliers to comply with our policy and supply materials that are conflict-free.

## **Privacy**

Acconeer is committed to ensuring a high level of personal data protection. We communicate with our employees and business partners about the purpose, basis for processing and rights related to their personal data.

# Labor

Acconeer provides excellent working conditions for employees and builds a framework designed to maximize their potential. We respect the human rights of all our employees and comply with the applicable labor laws.

## Free chosen employment

Our employees shall not be subject to any form of forced or compulsory labor. They shall have the freedom to terminate their employment at any time without penalty, according to the local legislation and rules.

## Young workers

Acconeer will only hire employees who meet local minimum age requirements. Apprenticeship and similar programs must comply with all applicable local laws and regulations.

## Working hours

We shall comply with the applicable laws on working hours and periods of rest for all employees.



## **Wages and benefits**

We will comply with all wage and compensation requirements as defined under the applicable local laws and regulations concerning regular work, overtime, and other elements of compensation and employee benefits.

## **Humane treatment**

All of us at Acconeer treat each other with dignity and respect. We will not tolerate any form of harassment or abuse. Our high level of ethical culture guides us when acting with others.

## **Non-discrimination**

We value the diversity of our employees and recognize it as a strength. We foster an inclusive culture at all levels. Workers are not discriminated against on the basis of their gender, age, race, religion, or any other characteristics.

## **Freedom of association**

Acconeer respects workers' basic rights, including freedom of association and collective bargaining. We also strive to address issues by promoting dialogue between employees.

# Occupational health and safety

Acconeer recognizes that good occupational health and safety practices have a positive effect on our employees and business partners. We aim to identify the potential for injury or illness before it occurs and take action to prevent its occurrence.

We are committed to do everything that is reasonably feasible to:

- Provide healthy and safe working conditions for every employee, customer, contractor and visitor at our premises.
- Meet the requirements stated in the applicable occupational health and safety local regulations.
- Eliminate or reduce the risks that result in adverse effects to health or safety.
- Have an effective system for communicating and consulting on health and safety matters.
- Continuously improve occupational health and safety performance.

All individuals within our company receive the information and training required to ensure the implementation of this policy. It is everyone's responsibility to prevent any harm to themselves, fellow employees, and any business partner.

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