

Code of Conduct.
LINTEX Sweden, September 2023

To work responsibly and sustainably is part of the strategy, culture and day-to-day operations at the LINTEX group (hereinafter referred to as “LINTEX”). It’s a base for past and future success. LINTEX always work in accordance with applicable laws and international principles, in cooperation with the local communities where they operate.

LINTEX shall be a reliable company with high integrity, that chooses suppliers, agents and business partners that share the same values. LINTEX commits to a continuous due diligence process, aiming to prevent and mitigate negative impact on people, environment and society.

This Code of Conduct is based on the UN Global Compact, the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

The statements in the Code of Conduct are valid for everyone working at and with LINTEX, including agents and other associates representing the company. Relevant parts of the code is to be incorporated into agreements with business partners. All suppliers shall sign and comply with the LINTEX Supplier Code of conduct.

The CEO of LINTEX has the ultimate responsibility for implementation and compliance of the code, as well as ensuring that it is regularly reviewed and revised. It is the responsibility of all employees, agents and associates to comply with the code.

All employees, agents and business partners are responsible to raise issues if they suspect violations of the code. Reporting shall be done to a manager, to HR or to the union representatives.

Misconduct may also be reported through Lintex's Whistleblower function. Lintex investigates and acts upon suspected misconduct and makes sure whistleblowers are properly protected.

BUSINESS ETHICS.

Compliance with national legislation and international conventions.

All work is done in accordance with national and local legislation as well as with the UN Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, Article 32, ILO's eight core conventions (no 29, 87, 98, 100, 105, 111, 138 and 182) and the UN Convention Against Corruption.

Product quality and marketing. Products and its components must never compromise on the security for humans and must fulfil agreed and legal norms for customer health and safety. Marketing is done in accordance with fair business and shall provide accurate, verifiable and clear information that is sufficient for customers to make informed decisions.

Zero tolerance for all forms of corruption. LINTEX employees, agents and other associates shall be aware of, and not engage in, any kind of corruption. This includes all improper influence on customers, business partners or representatives of politics, judicial systems or the public.

No one shall, directly or indirectly, offer or provide undue payment or other benefits to any person or organization to obtain, retain or control business dealings or to obtain other undue advantage. No one shall, directly or indirectly, request or accept any kind of undue payment or other benefit from a third party which may affect the objectivity of any business decision.

Improper influence or an undue benefit is identified if it encourages the recipient to perform his or her duties in a manner that is disloyal to the company. It does not need to have financial value. If an employee has doubts whether a benefit is undue, this should always be discussed with a manager.

Handling of conflicts of interest. Business decisions must always be based on objective reasons and may not be influenced by personal interest that are not relevant to LINTEX's business. If there is conflict of interest, or risk thereof, the employee or agent must immediately inform a manager.

Fair competition. Activities that restrict effective competition are strictly forbidden. This includes participating in activities or performing actions that limit the competition, for example discussions or agreements with actual or potential competitors on pricing, market sharing, or other exchange of competitively sensitive information.

Transparent financial reporting and taxation.

LINTEX works and reports according to international financial reporting standards. We fulfil our tax liabilities and follow the regulation and intention of the tax legislature.

LABOUR AND HUMAN RIGHTS.

Protect, respect and promote human rights. Nobody associated with LINTEX shall participate, directly or indirectly, in violations of human rights as defined in the International Bill of Human Rights. This includes benefiting from violations that are carried out by a third party.

Equal and fair treatment. LINTEX offers an inclusive and tolerant workplace characterized by diversity, equal opportunity and equal pay for equal work. All employees shall be treated equally and respectfully. No form of harassment or discrimination is tolerated because of ethnicity, gender, religion or other belief, age, disability, sexual orientation, transgender identity or expression, political opinion, social origin, trade union membership or pregnancy. All employees have an obligation to actively contribute to a good working climate and counteract all types of harassment or discrimination. If an incident occurs managers are responsible to immediately investigate and take appropriate measures. More details on equal and fair treatment can be found in the “Anti-harassment policy” and “Equality policy” in the LINTEX Employee Handbook.

Reasonable pay and remuneration. Employees are offered conditions of employment in accordance with legal requirements, or levels in accordance with a central collective agreement, with regards to working hours, remuneration, holiday, sick leave and parental leave. Overtime is correctly paid and detailed on salary statements. Salaries are paid regularly, directly to the employee at the agreed time and in full. Employees are informed as to their conditions of employment and are provided with a written contract.

Zero tolerance of child labour or forced labour. LINTEX does not employ or tolerate any kind of child labour, forced labour or involvement in human trafficking.

Recognising freedom of association and the right to bargain collectively. The right of employees to enjoy freedom of association and collective negotiations, is recognized and respected at LINTEX. In countries where freedom of association is limited, instances where management and employees can meet to discuss working conditions are created.

HEALTH AND SAFETY.

Preventing physical injury and mental ill-health. No employee shall suffer injury or ill health because of their work. Management commitment, training, risk analyses, active safety committees, incident reporting and a decentralized responsibility for the work environment are important parts of the management system. It is the responsibility of all employees, not only to follow instructions and routines, but also to be aware of and immediately report risks and threats related to the work environment. More details can be found in the “Health and Safety Policy” and the “Policy on Drugs and Alcohol” in LINTEX Employee Handbook.

Training. Routines must be in place to ensure that employees have relevant permits and licences, professional training and qualifications for performing their work. Employees shall receive training and instruction in any health risks that the work may pose, including fire safety, hazardous work activities and first aid. Appropriate personal protective equipment and work tools shall be provided and used. Information about health and safety shall be easily accessible in the workplace.

Fire safety. All employees shall follow routines and rules in the systematic fire prevention work, including seeking information of how to act in case of a fire emergency. The fire safety work includes planning, training, documenting, controlling and evaluating.

ENVIRONMENT.

High environmental ambition. LINTEX commits to a high environmental ambition. More details can be found in the LINTEX Sustainability Policy. We take appropriate action to continuously improve the environmental performance.

Environmental responsibility. All employees, agents and associates shall be familiar with LINTEX Sustainability Policy and work towards the sustainability targets. Managers must make sure their employees get the information and training relevant for their day-to-day tasks. Employees shall report deviations and are encouraged to suggest improvements.

No negative impact on local environment. National and international environmental legislation and regulations are respected. Social and economic costs that arise from any damage caused by LINTEX on the environment will be handled responsibly.

Nybro, Sweden, 2023-09-11

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Paul Magnusson, CEO, LINTEX