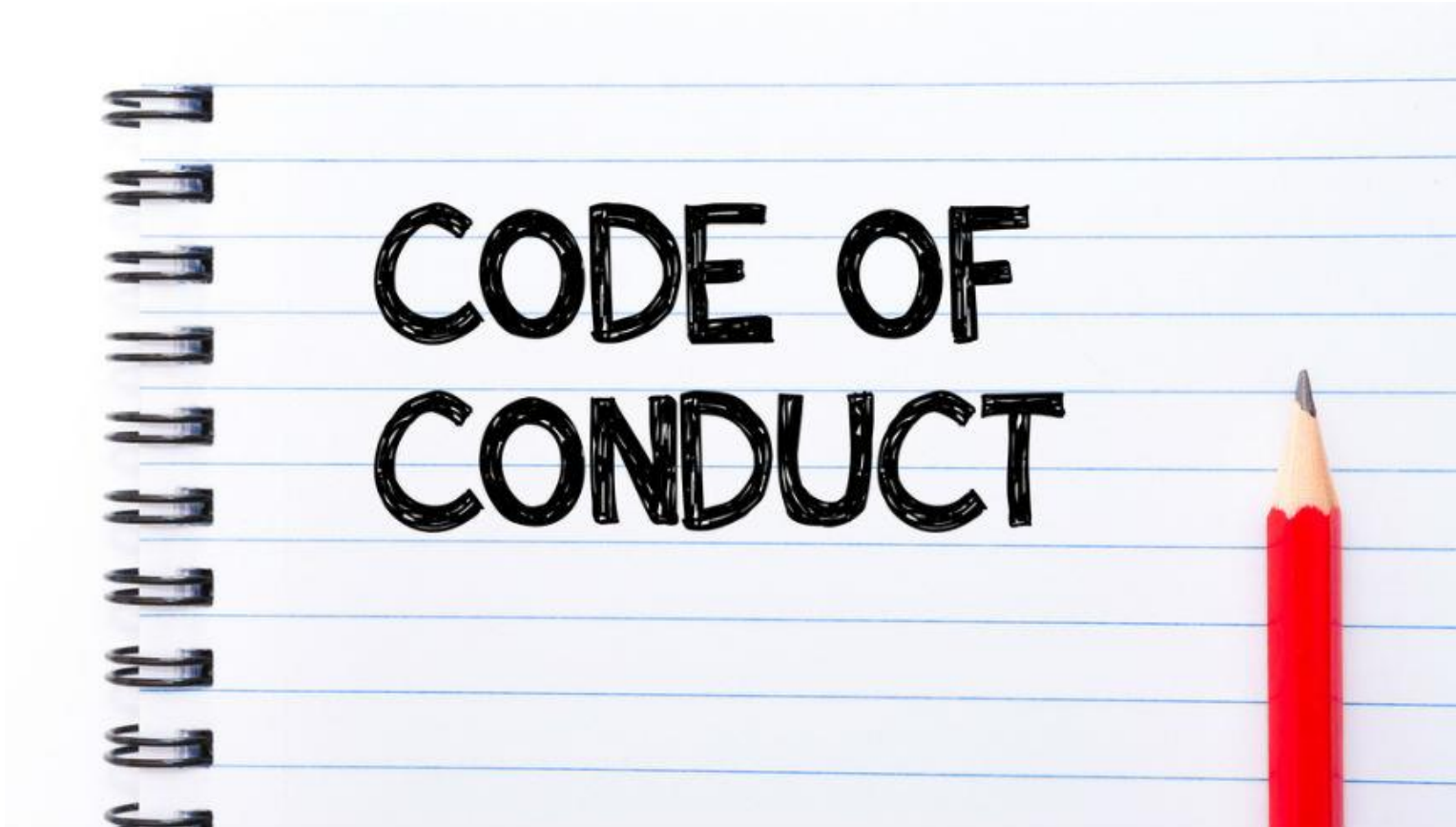


DAFO VEHICLE FIRE PROTECTION



We care about you

Dafo Vehicle's main purpose is to offer proper fire protection in a financially sound, and successful business environment. Our responsibilities are towards our **employees, customers, suppliers and society.**

Dafo Vehicle strives to increase social welfare and reduce environmental impact through our decisions and actions.



Values



- ✓ Follow laws and regulations.
- ✓ Work towards sustainable development regarding society and the environment by supporting the United Nations Global Compact, the United Nations Declaration of Human Rights, and the principles of ILO.
- ✓ Work together with customers, suppliers and other concerned parties as well as internally to raise awareness and to implement this into our processes that we can contribute to the development of society.

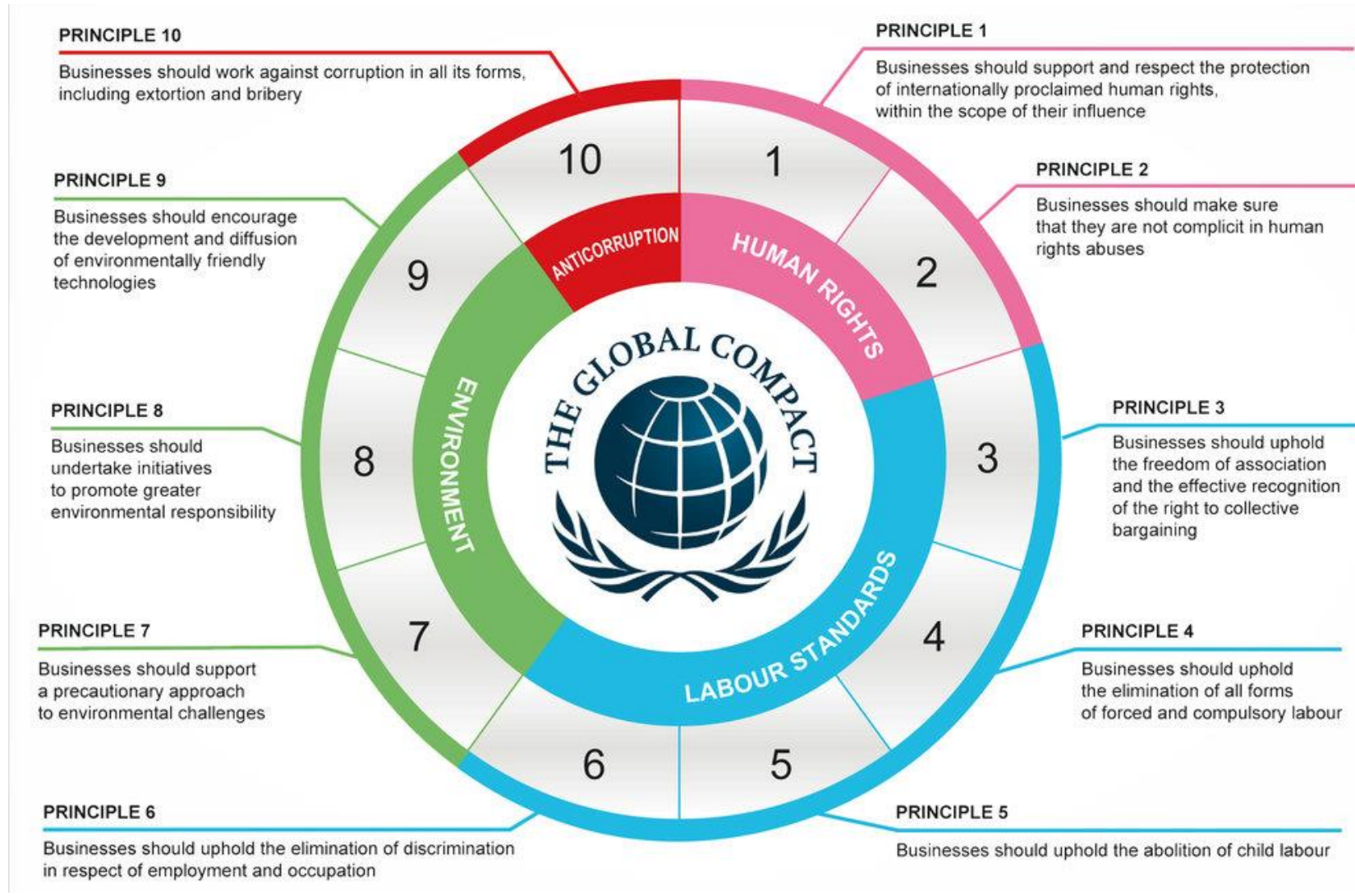


International rules and agreements

- ❑ Dafo Vehicle supports United Nations Global Compact and abides by the 10 principles.
- ❑ Dafo Vehicle respects, supports and promotes United Nations Declaration of Human Rights, ban against child labor and ILOs (International Labor Organizations) conventions.
- ❑ Dafo Vehicle conducts its business in accordance with sound business practices.
- ❑ Dafo Vehicle constantly strives to reduce any negative environmental impact that is a result of the business.
- ❑ Dafo Vehicle acts as a good corporate and social citizen.
- ❑ The social, environmental and ethical commitments undertaken by Dafo Vehicle should be reflected in all interactions with customers, employees, suppliers, and other affected parties.
- ❑ Dafo Vehicle shall never, on any level, use conflict minerals.
- ❑ It is Dafo Vehicle's task to spread this code of conduct to its suppliers and partners. They are also obliged to spread it onwards to their suppliers and customers. This code of conduct is included as a supplement to all agreements.
- ❑ All employees should sign this code of conduct.

*Corporate sustainability starts with a company's value system and a principles-based approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of **human rights, labor, environment and anti-corruption**. Responsible businesses enact the same values and principles wherever they have a presence, and know that good practices in one area do not offset harm in another. By incorporating the Ten Principles of the UN Global Compact into strategies, policies and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and planet, but also setting the stage for long-term success.*

The Ten Principles of the UN Global Compact



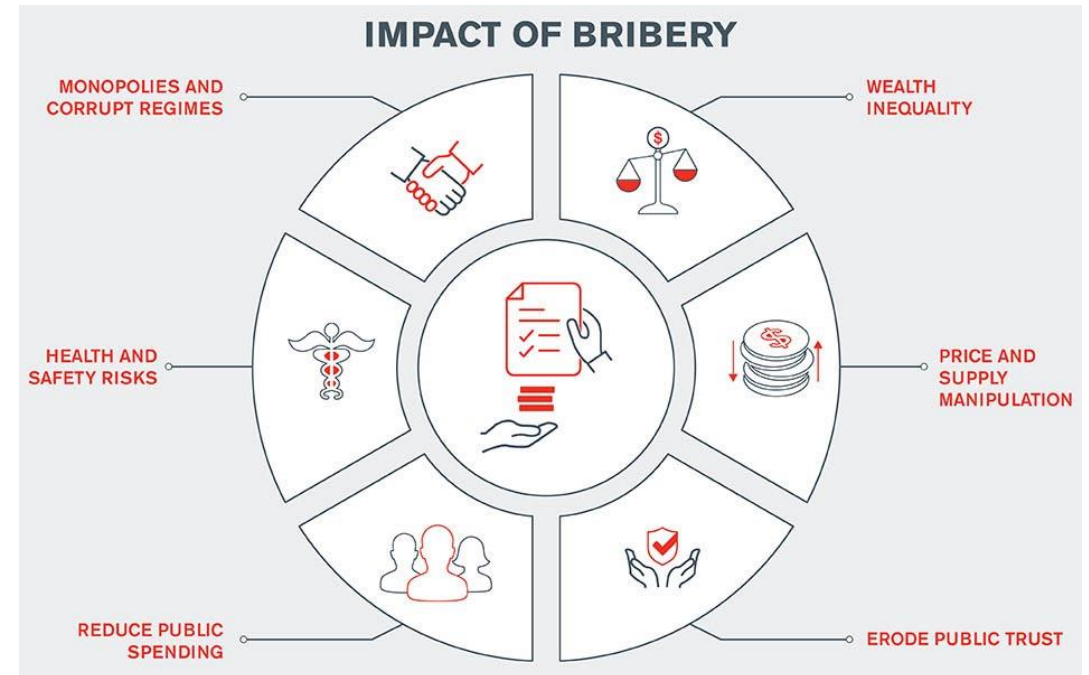
Corruption, bribes, competition and conflict of interest

— Dafo Vehicle is against all forms of corruption and bribes and competes on the market on terms that are fair and just. At Dafo Vehicle it is unacceptable to accept a gift or other forms of gratification from a business contact unless it is of insignificant value and has a business-related purpose.

— We are professional and follow the rules of the market and do not participate in tender manipulation together with competitors or other parties.

— Our suppliers are not allowed to offer or make available gifts, food or drink, entertainment, and leisure activities beyond what can be considered reasonable to anyone employed at Dafo Vehicle or a family member of anyone employed at Dafo Vehicle. Our suppliers should avoid all situations and relations where corruption, bribes, and other conflicts of interest could occur.

— Employees of Dafo Vehicle do not act in order to get personnel benefits through their professional positions.



Quality and Environment



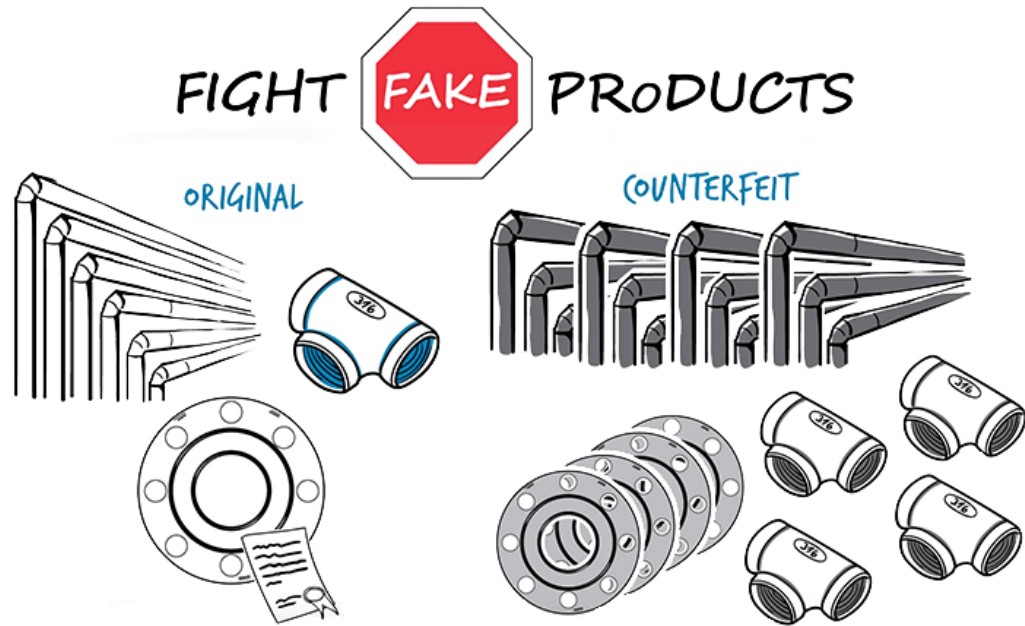
- Dafo Vehicle is certified according to ISO 9001 & ISO 14001 and has a management system that enables us to deliver the right quality at the right time. We work towards the reduced environmental impact on people and the environment.
- Dafo Vehicle strives to avoid the use of harmful and restricted chemicals and substances that are either regulated by the authorities or our customers. We are actively working to reduce emissions, improve air and water quality, reduce the use of natural resources, raw materials, and reduce waste.
- At Dafo Vehicle we look upon customer complaints and deviations as a valuable tool in our work for continuous improvement. We strive to become a better supplier towards our customers by setting targets and creating action plans.
- Suppliers to Dafo Vehicle should also be certified. In case of the supplier not being certified to an active program in order to achieve certification to ISO 9001 and ISO 14001 should be in place. The supplier should work towards the reduced environmental impact on people and the environment. Strive to avoid the use of harmful and restricted chemicals and substances that are either regulated by the authorities or our customers. Any deviation discovered by our suppliers should be reported immediately.

Working Environment



- Dafo Vehicle shall be a healthy and safe workplace both in a psychosocial and physical way and the company together with labor organizations actively cooperate for a good working environment. Dafo Vehicle works for a hazard-free workplace where safety instructions are followed. **Dafo Vehicle does not tolerate discrimination or harassment in any form and all employees shall be treated fairly and equally.** Dafo Vehicle has collective labor agreements and regard union participation as a way to develop the operation. All employees have the right to join or to form unions.
- Dafo Vehicle wants all employees to be able to develop together with the company and offers training in such forms that both the employee and company develop. **We respect the integrity of our co-workers.**
- Our suppliers should ensure a healthy and safe workplace in a psychosocial and physical way and actively work for a healthy working environment. **The supplier should work for a hazard-free workplace where safety instructions are followed and employees are respected.**

Counterfeit Products and Immaterial Rights



Dafo Vehicle and our suppliers should make sure that counterfeit products or counterfeit parts are not to be used. We shall respect immaterial rights such as patents, copyright, etc., and not infringe on or use such rights without permission.

Financial Responsibility



Dafo Vehicle shall work for **financial stability** and act for the benefit of the good of the company concerning profitability and resources. We take responsibility and are receptive to the interests of the customers and the employees.

Dafo Vehicle shall work to avoid being used for money laundering or financing of terrorist activities.

Economic Sanctions and Export Control

We abide by the restrictions regarding export, re-export, or other trade restrictions that concern other countries, regions, or companies.





How do we follow up?

- Any deviations from our code of conduct should be avoided. Dafo Vehicle follows an action plan that makes sure our ethical codes are reflected in all our dealings and actions. The plan includes actively convey and integrate our work to our employees, customers, suppliers, and other stakeholders. If deviations or violations should occur, or if you should have any questions regarding this code, you should immediately contact a superior, Managing Director, HR, or Quality manager. All information will be treated confidentially. We respect the integrity of our employees, customers, and suppliers and all information is protected.
- Our whistleblower function is available 24/7 and is followed up by an external organization.
- We work on continuous improvements together with you.

How to implement?

All our employees, distributors, and main suppliers are obliged to follow and sign the Code of Conduct.

Dafo Vehicle Fire Protection – For a better world





vehicle fire protection