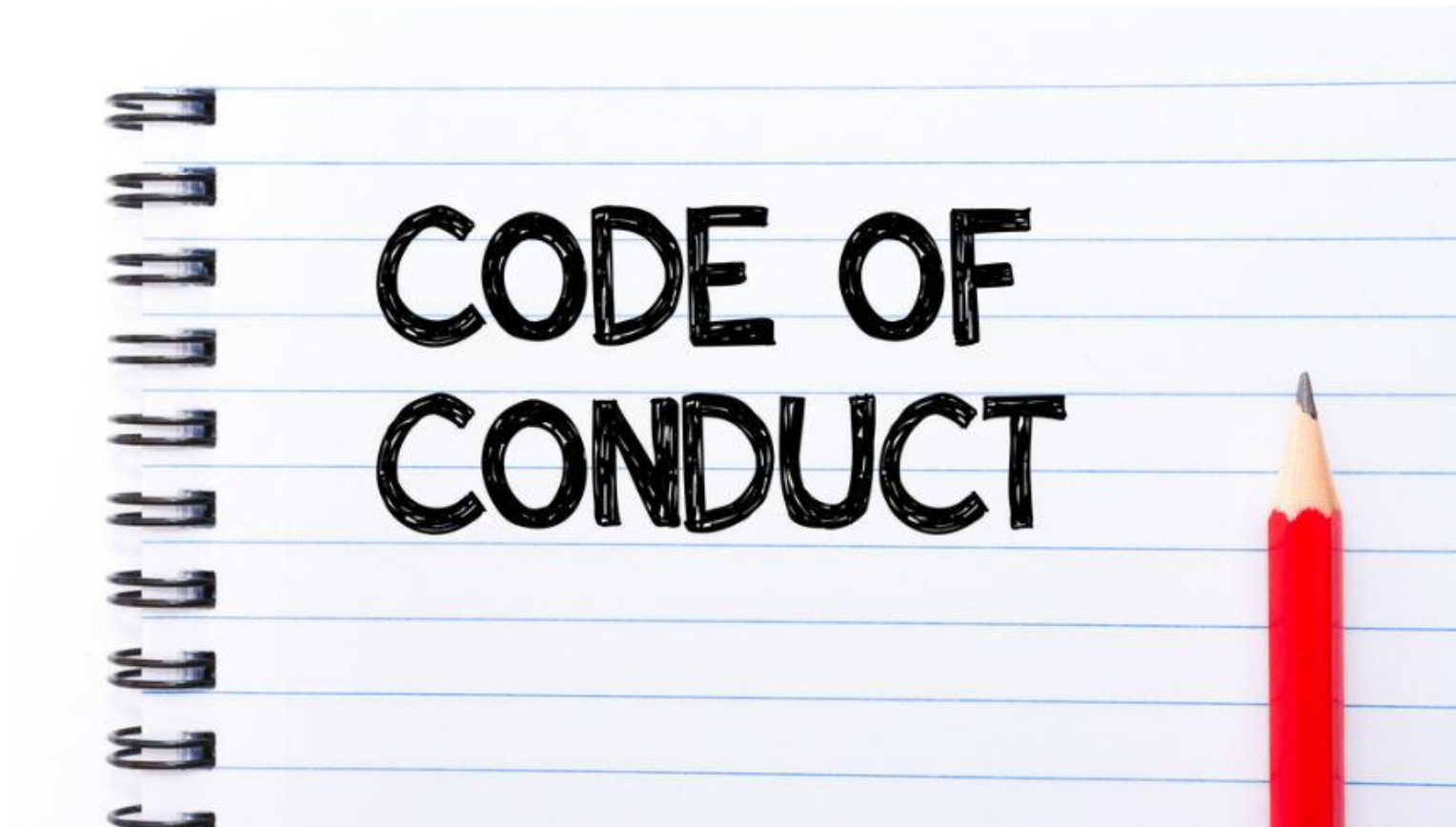


## DAFO VEHICLE FIRE PROTECTION



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 environment by supporting United Nations Global Compact, 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.

## Business Ethics

- ✓ Dafo Vehicle requires all employees to act according to applicable laws and regulations and in line with our core values; **Respect, Competence, Reliability and Commitment.**
- ✓ Our employees shall be **honest, reliable and show respect for everyone’s equal value.**
- ✓ We do not tolerate discrimination, insulting treatment, sexual harassment towards colleagues, customers and other business partners.
- ✓ We do not work under the influence of drugs, heavy medication or under psychological duress. Employees are not in the possession of illegal weapons. All sensitive information is treated as confidential and is not to be spread onwards.



## International rules and agreements

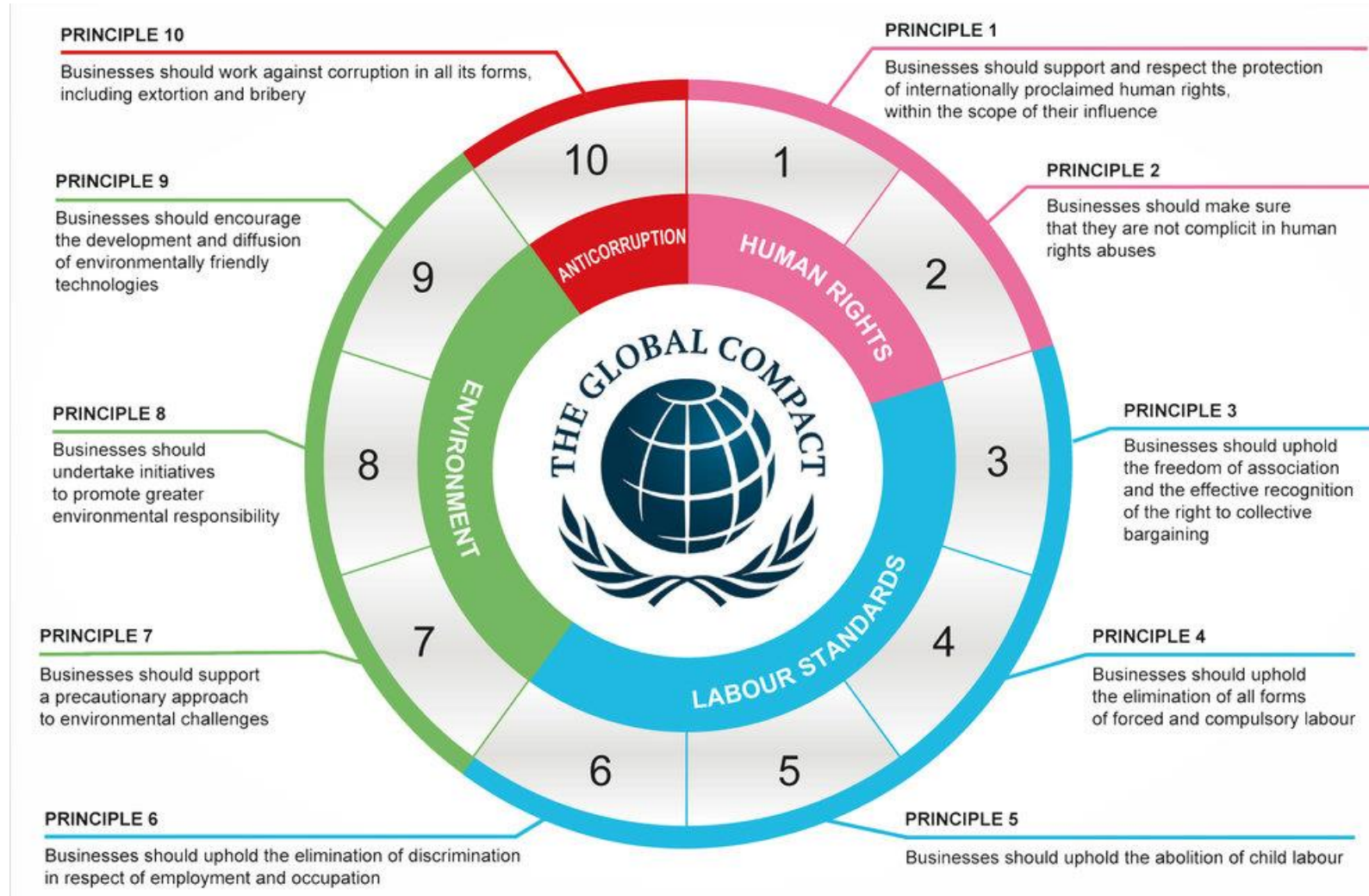
- Dafo Vehicle supports United Nations Global Compact and abides by the 10 principles
- Dafo Vehicle respects, supports and promotes United Nations Declaration of Human Rights, ban against child labor and ILOs (International Labor Organizations) conventions.
- Dafo Vehicle conducts its business in accordance 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 interaction 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 on 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.*

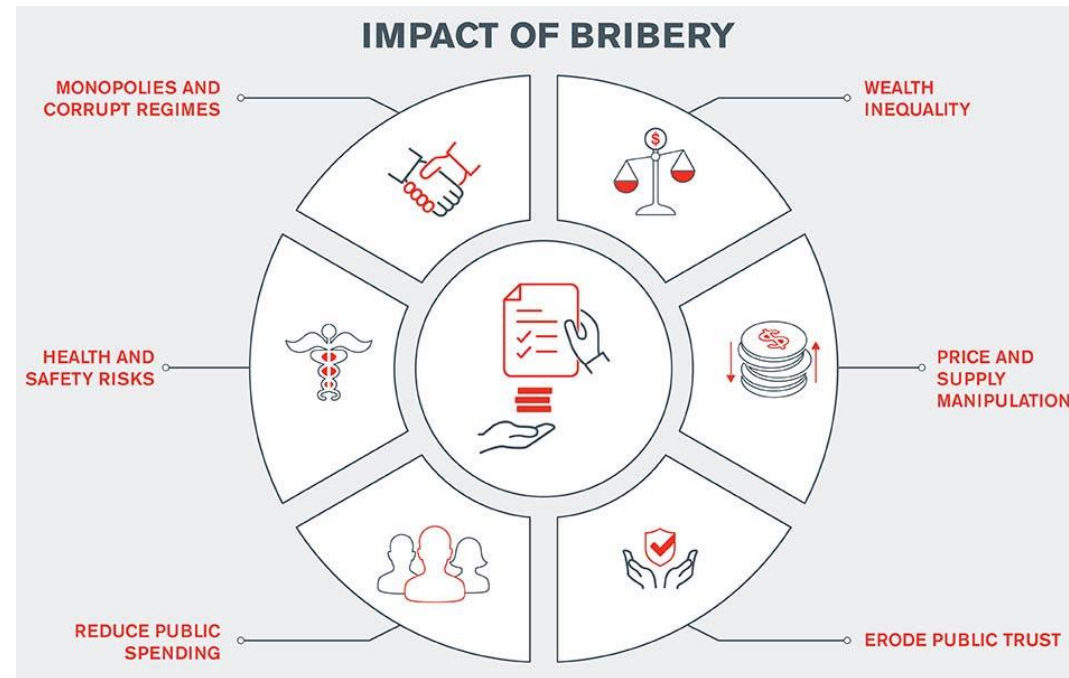


## The Ten Principles of the UN Global Compact



## 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 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 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 to 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 to achieve ISO:9001 and ISO:14001 certification, an equivalent program should be in place. The supplier should work towards 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.

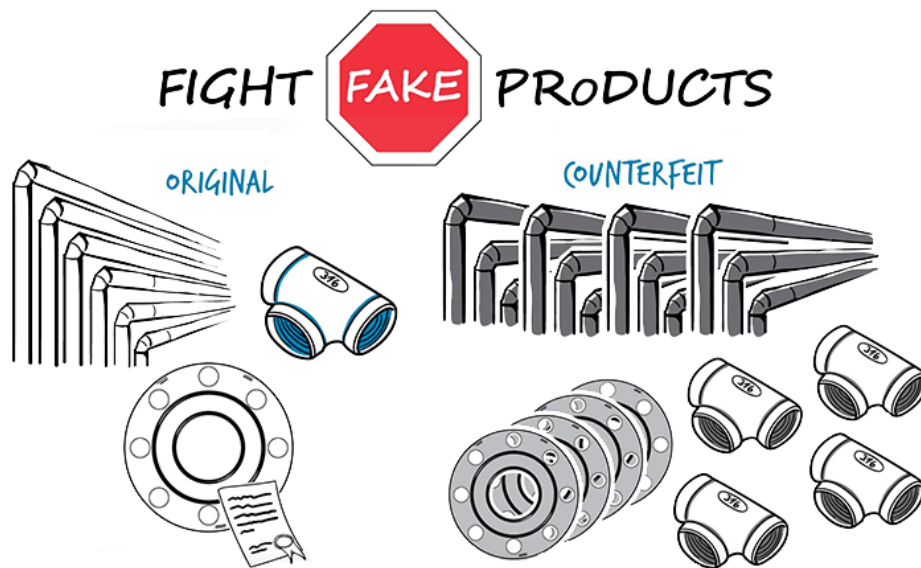


## Work Environment



- 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 work 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 develops. **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 work environment. **The supplier should work for a hazard free workplace where safety instructions are followed.**

## 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 to 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 with respect to 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 shall be avoided. Dafo Vehicle follows an action plan that our ethical codes should be reflected in all our dealings and actions. The plan includes to actively convey and integrate our work to our employees, customers, suppliers and other stakeholders. If deviations or violation 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**



*Dear employee,*

*Corporate sustainability starts with a company's values and principles.*

*By incorporating the Ten Principles of the UN Global Compact into strategies, policies, procedures, and establishing a culture of integrity, Dafo Vehicle Fire Protection strongly believes in a responsible, sustainable, and successful business.*

*Please make sure You read, understand, and sign the Code of Conduct.*

*By signing this document, You hereby confirm that You have read and understood the content in Dafo Vehicle Fire Protection AB's Code of Conduct. You also confirm that your beliefs are in line with the values and principles stated.*



Robert Stål

Managing director – Dafo Vehicle Group