

A woman with blonde hair tied in a bun, wearing a light blue denim shirt, is looking intently at a screen. A man with grey hair and glasses, wearing a light blue shirt and a tan sweater, is partially visible next to her, also looking at the screen. The background is a modern office with large windows and black frames.

Eltronic Group
ENGINEERING IMPACT

Employee Policy

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1 Scope

This policy applies to all Eltronic Group and its subsidiaries. If the company stipulates a policy in compliance with separate laws and regulations, this policy can be denied.

2 Basis

The basis of this policy is ISO 45001:2015. Furthermore, the basis can be, but is not strictly, related to national and/or regional laws and regulations.

3 Purpose

This policy is aimed to uphold the minimum compliance with National law and is to be assimilated by companies, to follow ISO 45001:2015 regarding management system and certificate.

4 Targets

The companies are regulated and requested to formulate and strategically perform targets.

5 Ownership

The policy is owned and governed by Eltronic Group's Human Resource Director, in cooperation with the company-specific HR Responsible.

6 Evaluation

The policy must be evaluated at least once a year in compliance with request in ISO 45001:2015. An evaluation must also be performed, if there are planned or have been severe changes in the organization and/or strategy.

7 Policy

It is the policy of the group that our employees are our most important asset, and their well-being is our top priority.

Our people work with purpose engineering technologies that enable the world of tomorrow to do more with less. We trust people and give them the freedom to act.

We will encourage and support personal and professional development and a healthy work-life balance, and we accept diversity in all aspects and do not accept any kind of discrimination.

We do not accept any corrupt behavior or any other unethical behavior, legal or illegal.

7.1 Policy Statements

We will live up to our policy by:

Ensuring that the subsidiaries have and maintain an employee code of conduct and meet the standards of UN conventions and guiding principles.

Providing a working environment where people are treated fairly and can be successful in their life journey.

Working together to exceed customer expectations and achieve excellent performance.

Continuing to learn and value expertise, curiosity, and ambition.

7.2 Group Targets

1. Ensuring that all subsidiaries provide all Eltronic Group employee-related data in connection to the yearly sustainability report.