

Staff Policy

The staff policy aims to describe Wiretronic fundamental values, goals and activities to attract, retain and develop employees.

The staff policy shall support innovation and diversification of the business and contribute to flexibility and respect for the individual. The policy is a form of moral commitment to provide security and continuity in the relationship between employers and employees. It will also contribute to Wiretronic's reputation as a good employer. The policy applies to all activities that Wiretronic conducts.

Fundamental Company Values

Wiretronic is based on an ethos of equality in dignity and rights of all people and all employees within Wiretronic should have the same opportunities, rights and obligations. Our work environment shall be characterised by respect, understanding and knowledge of other people and cultures. We see the value of diversity and cultural diversity as a strength. We have fair relations between individuals and groups, where no one should be discriminated due to ethnic background, religion, physical or mental disability, age, gender or sexual orientation.

Wiretronic corporate culture and relationships should be characterised by our values;

- Entrepreneurship with strong customer focus
- Professional approach to all activities performed internally and externally
- We operate under the principle - under promise – over delivery

Our values will form the basis for how we act internally as well as externally.

Wiretronic Employees

In order to achieve our goals and fulfil our mission, qualified and dedicated employees who are goal- and results-oriented are required. Our ethos is that employees want and can take responsibility as well as to carry out effective work when given the opportunity and preconditions.

It is every employee's responsibility to know and follow all Wiretronic Policies and guidelines in order to perform in a consistent and accurate manner.

Wiretronic Managers

As a manager at Wiretronic, you are expected to work conscientiously so that the organisation is characterised by job satisfaction, efficiency and continuous development. This entails creating participation, allowing freedom with responsibility, achieving results and goals, honest and precise communication, innovative thinking even in difficult situations, seizing ideas and encouraging to lead the way forward.

Equality

Wiretronic overall goal is that gender equality should be a natural and integral part of all activities. Rights and development opportunities should be equal throughout the company, and not dependent on gender or origin.

Recruitment

Recruitment will take place with regard to Wiretronic goals for equality and diversity. In the first instance, recruitment take place internally, with regard to applicants possessing the right profile and skills. The company encourages employees to take on new challenges within the organisation.

Salary and performance reviews

The salary is set individually and separate. It shall reflect the employee's skills, work performance, accountability and development. Pay is to be linked to the individual's performance and achievements regardless of gender, age, sexual orientation, ethnic and religious backgrounds.

A prerequisite for individual salaries is that the annual appraisal review is conducted as a basis for employee's individual development plan. The discussion has a forward perspective where the salary criteria is linked to both individual and business goals.

Skills development

Skills development will contribute to Wiretronic's long and short term objectives and to the activities developed based on current and future needs. The employee's needs and desires of professional development should be met as far as possible, provided that they coincide with company's needs and the employee's duties.

Monitoring and Implementation

The contents of this policy is reviewed and updated annually by internal monitoring procedures. All managers with personnel responsibility are responsible for this policy being known and respected in their department / area of responsibility. All employees have access to all Wiretronic's policy documents via the company intranet.

Vänersborg, October 18th, 2024



Per Löfquist, CEO