

Wiretronic - Corporate Social Responsibility Policy

Wiretronic shall comply with all applicable laws and governmental rules and regulations. This also applies to internally determined guidelines. It is a personal responsibility of each individual to acquaint themselves with and adhere to the relevant standards and restrictions imposed by laws, rules and guidelines, including those relating to accounting matters.

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 and described in our staff policy. It is the responsibility of each and every one of us to ensure that we reach this goal by continuously improving our performance.



Health & safety

We at Wiretronic are committed to achieve excellent Environment Health and Safety (EHS) standards. We shall prevent workplace accidents and pollution, promote employee health and well-being and reduce the environmental impact of what we do, including those related to energy use.

Social responsibility

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.

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.

Any employment relationship with Wiretronic shall be freely chosen and free from threats. We oppose the use of forced or compulsory labour, including but not limited to exchange of labour for payment of debt. Any employee shall be free to leave his/her employment after giving reasonable notice. No one shall be required to deposit money, lodge identity papers or similar in order to get or keep their employment with Wiretronic. We shall not employ or contract child labour.

Wiretronic supports international human rights as outlined, i.e., by the UN declaration and associated conventions. No one shall in any way cause or contribute to the violation or circumvention of human rights. We place great importance on ensuring the compliance with employees' basic human rights as outlined in the International Labour Organisation's core conventions. We shall comply with prevailing laws and legislation concerning distribution of content services and display a responsible attitude towards content that poses a danger to society, such as child pornography and racism.

Customers shall be met with insight, respect and understanding. You shall always try to fulfil the needs of the customer in the best possible manner, within the business ethical guidelines that apply to the business. Customer's personal information shall be protected in accordance with the relevant laws on protection of personal data.

Suppliers shall be treated impartially and justly. Suppliers in competition for contracts with Wiretronic shall at all times be able to trust Wiretronic selection processes. When selecting suppliers, you shall therefore follow company established guidelines and routines at all times.

Environment

We are committed to reduce our environmental footprint by working towards set out targets. It is the responsibility of each and every one of us to ensure that we reach this goal by continuously improving our performance and in our daily work promote solutions using less energy, reduce wastewater, conserve fresh water and recycle material. As Wiretronic is an ISO 14001 certified company, a plan is adopted to



minimize our environmental impact. This plan is subject to periodical review.

Products

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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.

We develop and produce electrical and electronic products for vehicle manufacturers and major suppliers. The products are frequently being used in workshops to service repair customer vehicles.

Ethics

Ethics are more than avoiding contravening laws. They are about how we behave towards each other and towards the outside world. Everybody associated with Wiretronic is responsible for following the rules and guidelines that are built on Wiretronic basic values and that forms attitudes we all can be proud of. We want everyone to be involved in this and we want everyone to contribute to good business culture based on well-being and security.

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.

Society

Wiretronic is part of the local community and seek to interact with all parties in the best possible way to form a society we all want to live in. We run our operation with good business ethics, act in a responsible manner with high integrity. We interact with local government bodies to provide training facility for people who have suffered from fatigue syndrome or illnesses requiring an on-the-job training workplace.



Wiretronic should act in a socially responsible manner and within the framework of applicable legislation. In order to contribute social and economic development, the activities must be managed in a professional and profitable manner.

Professionalism

In order to achieve our goals and fulfil our Mission statement “We shall exceed customer expectations with regards to delivery performance, commitment and engineering excellence”, 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.

All Wiretronic employees are expected to adopt and to act upon this Policy.

Vänersborg, October 18th, 2024

A handwritten signature in dark blue ink, appearing to read 'Per Löfquist'.

Per Löfquist, CEO