Code of Conduct for Damaskus Maskinskydd AB

Introduction
Damaskus Maskinskydd AB (hereinafter "the company") strives to uphold the highest standards of integrity, honesty, and accountability in all its operations. This document outlines the ethical guidelines and behaviors expected of all employees, management, and board members.

1. Respect and Diversity

- **Equal Treatment**: We treat everyone with respect and without discrimination based on gender, ethnicity, religion, age, disability, sexual orientation, or any other protected category.
- **Inclusion**: We promote an inclusive work environment where diverse opinions and ideas are welcomed and respected.

2. Ethics and Integrity

- **Honesty**: All employees are expected to act honestly and with integrity in all business transactions.
- **Corruption and Bribery**: We neither accept nor offer bribes, illegal payments, or any other improper benefits to influence business decisions.
- **Conflict of Interest**: Employees should avoid situations where personal interests could conflict with the company's interests.

3. Environment and Safety

- **Health and Safety**: We strive to provide a safe and healthy work environment. All employees must follow safety regulations and report hazardous conditions immediately.
- **Environmental Responsibility**: The company is committed to minimizing environmental impact by complying with environmental laws and implementing sustainable work practices.

4. Quality and Innovation

- **Product Quality**: We are committed to delivering products of the highest quality and complying with all relevant standards and regulations.
- **Continuous Improvement**: We strive to continuously improve our processes and products through innovation and creativity.

5. Communication and Information

- **Transparency**: The company encourages open and honest communication at all levels.
- **Confidentiality**: Employees must protect the company's confidential information and not share it without proper authorization.

6. Compliance with Laws and Regulations

- **Lawfulness**: All employees must comply with applicable laws and regulations in the countries where the company operates.
- **Reporting Irregularities**: Employees are encouraged to report any suspected violations of this code or other company policies. Reports should be made to the nearest supervisor or CEO.

7. Responsibility and Discipline

- **Personal Responsibility**: Every employee is responsible for adhering to this code of conduct and contributing to a positive work environment.
- **Actions in Case of Violations**: Violations of this code of conduct may result in disciplinary action, including termination.

Conclusion
This code of conduct is a central part of Damaskus Maskinskydd AB's values and operations. All employees are expected not only to follow this code but also to contribute to a work environment where these principles are respected and promoted. We thank you for your commitment and cooperation in making Damaskus Maskinskydd AB an ethical and successful workplace.

Approved by:
The Board of Damaskus Maskinskydd AB

Date:
February 7, 2024

Signature: