

Code of Conduct for Employees, Suppliers and Business Partners

CR Ottosson Bygg AB

1. Purpose

CR Ottosson Bygg AB shall conduct its business in a responsible, professional and long-term sustainable manner. This Code of Conduct describes the fundamental principles that apply to employees, managers and others representing the company. The Code of Conduct also forms the basis for the requirements that the company places on suppliers, subcontractors and other business partners.

2. Responsibility and compliance

All employees are expected to comply with applicable laws, agreements, internal procedures and this Code of Conduct. Managers have a particular responsibility to lead by example, communicate the requirements and follow up on compliance.

3. Business ethics

We shall act honestly, professionally and with integrity in all business relationships. Corruption, bribery, fraud, money laundering, improper benefits and other unethical business practices are not accepted. Business decisions shall be made objectively, based on relevant facts and without conflicts of interest, with the best interests of the company as the guiding principle.

We shall comply with applicable competition laws and promote fair competition. Our financial information shall be accurate, complete and reliable, and information provided to customers, authorities, certification bodies and other stakeholders shall be factual and accurate.

We respect intellectual property rights and do not accept the use of counterfeit products, materials or documents. We shall also comply with applicable regulations regarding export controls, trade sanctions and other international trade restrictions.

4. Work environment and safety

We shall work systematically to ensure a safe, healthy and positive work environment. Risks shall be prevented, incidents and accidents shall be reported, and our workplaces shall be characterised by order, responsibility and care.

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5. Respect and equal treatment

Everyone shall be treated with respect. Discrimination, harassment, victimisation or any other unfair treatment is not accepted. We promote an inclusive work environment where everyone has the opportunity to contribute and develop.

5.1 Human Rights and Working Conditions

CR Ottosson Bygg AB respects internationally recognized human rights and does not tolerate child labour, forced labour, human trafficking or any form of modern slavery.

We provide wages, benefits and employment conditions in accordance with applicable legislation, collective bargaining agreements and individual employment contracts. Working hours, rest periods, overtime and leave shall comply with applicable laws and collective agreements.

The company respects employees' right to freedom of association, to be covered by collective bargaining agreements and to participate in collective bargaining.

We promote equal opportunities and fair treatment regardless of gender, age, ethnicity, religion, disability, sexual orientation or any other protected characteristic.

We respect women's rights and promote equal opportunities and conditions in working life.

We respect the rights of minorities and indigenous peoples and do not accept discrimination or violations based on ethnic, cultural or linguistic identity.

We respect lawful land, forest and water rights and do not accept unlawful forced evictions or violations of such rights.

The company's recruitment processes shall be fair, transparent and based on competence and suitability for the position. Discrimination or unfair treatment in recruitment is not accepted. No job applicant or employee shall be charged recruitment fees or other costs in order to obtain or retain employment.

6. Environment and sustainability

We shall reduce our environmental impact where possible through planning, resource efficiency, waste sorting, chemical control and conscious choices of materials and transport.

We shall reduce our climate impact through energy efficiency, the use of renewable

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energy, sustainable transportation and resource-efficient solutions. We work to reduce greenhouse gas emissions and promote long-term sustainable development.

Consideration shall be given to air, water, land, biodiversity and other environmental aspects in the planning and execution of our operations. We shall prevent pollution, promote reuse and recycling, reduce noise where possible and contribute to the responsible use of natural resources.

Environmental responsibility is part of our daily way of working.

7. Quality and project responsibility

We shall deliver the right quality from the start through clear procedures, self-inspections, documentation and follow-up. Each employee is responsible for contributing to order, quality and professional project execution.

8. Suppliers and subcontractors

We expect suppliers, subcontractors and other business partners to comply with applicable legislation and to operate responsibly in relation to occupational health and safety, human rights, working conditions, environmental responsibility and business ethics, in accordance with the principles set out in this Code of Conduct.

Corruption, child labour, forced labour, discrimination and other unethical business practices are not accepted. Where necessary, requirements shall be specified in contracts, project reviews or other governing documents.

9. Confidentiality and information

Company information, customer information and personal data shall be handled responsibly and only used for the intended purpose. We shall comply with applicable requirements regarding confidentiality, information security and data protection.

10. Reporting of deviations

Suspected breaches of laws, agreements, internal procedures or this Code of Conduct shall be reported to the immediate manager, the QHSE manager or company management. Reporting shall be possible without risk of retaliation.

11. Approval

This Code of Conduct has been approved by company management and applies to CR Ottosson Bygg AB.

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