

Code of Conduct

Professional Technologies Sweden AB · PT-POL-02 · Version 2026.1

1. Introduction

ProTech, Professional Technologies Sweden AB (“the Company”), operates on values based on human rights, democracy and open discussion. This Code of Conduct describes how we behave towards each other, our customers, suppliers and society. It applies to all employees, the Board and anyone acting on behalf of the Company. Where the Code and the law differ, the stricter rule applies.

The Code is based on the UN Guiding Principles on Business and Human Rights, the ILO core conventions, the OECD Guidelines for Multinational Enterprises and the UN Convention on the Rights of the Child.

2. Human rights and working conditions

Child labour and young workers

We do not use child labour. We follow Swedish rules on minimum age, and young workers (under 18) are never assigned hazardous work, night work or tasks that interfere with their education.

Forced labour and modern slavery

We do not accept any form of forced or compulsory labour, slavery, servitude, debt bondage or human trafficking. Employees are free to leave their employment with notice, and we never retain identity documents.

Ethical recruitment

Recruitment is based on competence. Applicants never pay fees for recruitment, and every employee receives a written employment contract in a language they understand.

Wages, benefits and working hours

Wages and benefits meet or exceed legal requirements and industry standards, and are paid on time. Working hours, overtime, breaks, rest periods and holidays follow the Swedish Working Hours Act and the Annual Leave Act. Overtime is voluntary and compensated.

Freedom of association and collective bargaining

We respect employees’ right to join or not join a trade union and to bargain collectively, without fear of reprisal.

Non-discrimination, harassment and equal treatment

We do not accept discrimination, harassment, sexual harassment or bullying. Decisions about hiring, pay, promotion, discipline and termination are based on ability and performance, never on gender, gender identity, ethnicity, religion, disability, sexual orientation, age, social background or other irrelevant factors. We actively support equal opportunities and equal pay for women and men, and we value diversity and inclusion.

3. Health and safety

Everyone has the right to a safe and healthy workplace. We prevent accidents and work-related ill health through systematic work environment management. See PT-POL-04 Health and Safety Policy.

4. Business ethics

Anti-corruption, gifts and hospitality

We have zero tolerance for corruption. We never offer, pay, request or accept bribes, facilitation payments or other improper advantages. Gifts and hospitality must be modest, transparent and have a natural connection to the business. If in doubt, ask the CEO before accepting or offering.

Anti-money laundering

We do not facilitate money laundering or terrorist financing. We know who our customers and suppliers are, and we report suspicious transactions as required by law.

Fair competition

We compete fairly and comply with competition law. We never agree with competitors on prices, customers, markets or tenders, and we do not exchange sensitive commercial information with competitors.

Conflicts of interest

We avoid situations where personal interests conflict with the Company's interests. Any potential conflict must be disclosed to the CEO and handled openly.

Accurate records and disclosure of information

Our accounts and records are complete, accurate and timely, and follow generally accepted accounting principles. Information we give to customers, authorities and auditors is correct and not misleading.

Data protection and information security

We handle personal data lawfully and securely in accordance with GDPR, and we protect confidential information belonging to the Company, our customers and partners.

Intellectual property

We protect the Company's intellectual property and respect the intellectual property of others, including customer drawings, specifications and trademarks.

Counterfeit parts

We only sell genuine products sourced from the manufacturer or its authorised channels. Where we modify or replace components, this is documented and agreed with the customer. Suspected counterfeit parts are quarantined, never sold, and reported to the manufacturer and the customer.

Export control and economic sanctions

We comply with applicable export control and sanctions regulations, including those of the EU, the UN and, where applicable, the US. Before exporting, we check that the product, the destination and the recipient are not subject to restrictions.

5. Environment

We work to minimise our environmental impact within our ISO 14001 certified management system. See PT-POL-03 Environmental Policy.

6. Our suppliers

We expect our suppliers to meet standards equivalent to this Code. Our requirements are set out in PT-POL-05 Supplier Code of Conduct.

7. Reporting concerns – whistleblowing

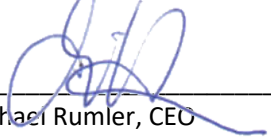
Employees, customers, suppliers and any other stakeholders can report suspected breaches of this Code, of law or of human rights or environmental rules. Reports can be made openly or anonymously via the form on

www.protech.nu/visselblasning, as described in PT-PRO-01 Grievance and Whistleblowing Procedure. Reports go directly to an external handler and are handled confidentially. **We never retaliate against anyone who reports a concern in good faith.**

8. Training and follow-up

All employees are trained on this Code when they start and every year in connection with the annual internal audit. Training is documented in PT-REC-01. Breaches of the Code may lead to disciplinary action, including termination of employment.

Stenungsund 2026-10-08



Michael Rumler, CEO

Document control

Document	Owner	Approved by	Version	Next review
PT-POL-02 Code of Conduct	CEO	CEO and Board	2026.1	Annually, latest 2027-10

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