

Westcontrol Code of Conduct

Westcontrol AS and its subsidiaries are committed to conducting business in a responsible and transparent manner, respecting human rights in all our operations. We support the UN's human rights and will follow them in all our activities. As we recognize our duty to uphold these rights, we strive to support and strengthen them within society.

We work closely and actively with our stakeholders to ensure our compliance with regulatory requirements and human rights. It is important for us to conduct business in an honest, integrated, and fair manner. We recognize that compliance is not only a legal obligation but also essential for maintaining trust with our stakeholders.

As a product manufacturer, we take our environmental responsibility seriously and are committed to making our manufacturing processes more sustainable. Since the world is continually changing, we strive for continuous improvement by regularly assessing our internal processes and making necessary changes.

Our commitment to this extends across all levels of our organization, from interactions with employees, suppliers and customers. The purpose of this code of conduct is to set a framework of our operations and expand them to our supply chains as well.

We expect all employees, subsidiaries, and suppliers to comply with the following standards:

HUMAN RIGHTS

- Respect workers' rights to freedom and organization.
- Use of forced labor, slavery or human trafficking is prohibited.
- Employees are expected to receive fair compensation, meeting at least the legal minimum standards. Working hours shall comply with national laws.
- Workplace environment shall be free of harassment and unlawful discrimination, including but not limited to violence, sexual harassment or abuse, bullying or verbal abuse of workers.
- Child labour in any form is strictly prohibited. A child in this context is defined as a person under 13 years of age. Anyone under the age of 15 requires written permission from their guardian. Workers under 18 (Young Workers) must not perform hazardous work, including night shifts and overtime.
- No discrimination against employees, business partners or customers based on race, religion, sex, age, national origin, or sexual orientation is allowed.



HEALTH AND SAFETY

- Provide a safe workplace and take responsibility for protecting the health and safety of workers.
- Compliance with applicable laws and regulations regarding health, safety, and environmental protection.
- Worker exposure to health and safety hazards (chemicals, electricity, fire, falls, etc.) must be identified, evaluated, and controlled.
- Production and other machinery must be evaluated for safety hazards. Any identified safety hazards related to production and other machinery shall be addressed and necessary actions taken to secure safe operation.
- Participants must ensure that workers are informed and receive training in applicable health and safety aspects in a language they understand. This includes training on all identified workplace hazards such as mechanical, electrical, chemical, fire, and physical hazards.

ENVIRONMENT

- Protect the environment and reduce the impact on climate change and other environmental problems.
- Chemicals, materials, or hazardous waste shall be minimized, and systems shall be implemented to ensure secure handling of these categories.
- Systems shall be implemented to identify, manage, reduce, and responsibly dispose recycled waste (non-hazardous).
- Suppliers shall comply to all applicable laws and regulations regarding the prohibition or restriction of specific substances in products and manufacturing including but not limited to RoHS and REACH.

ETHICS

- There shall be a zero-tolerance policy towards all forms of bribery, corruption, extortion and embezzlement.
- Systems and policies shall be implemented to exercise due diligence in supply chain regarding sourcing of conflict minerals (tin, tantalum, tungsten and gold) to ensure that these minerals used in manufactured products are sourced in compliance with the OECD Guidance for Responsible Supply Chains of Minerals from Conflict- Affected and High-Risk Areas or an equivalent and recognized due diligence framework.



Follow-up of policy violations:

We will investigate and address all reported violations of our policies. We will take action to resolve the situation, correct errors and prevent future breaches.

Approach to reporting policy violations:

We encourage all stakeholders, including employees, suppliers, customers, and society at large, to report violations of our policies. Reporting can be made to the immediate superior. We will treat all reports confidentially and deal with them in a serious and fair manner.

This policy will be revised and updated regularly to ensure that it is in line with the best practice in responsible business conduct and human rights and the evolution of our business.

Revision overview:			
Rev.:	Date:	Author:	Actions:
3	06.05.2024	Ida Björke	Segment regarding compensation added.
2	08.04.2024	Ida Björke	Document rewritten, minor layout adjustments
1	05.05.2023	-	Document created