

About the business

Skandinaviska Gasprodukter AB (GP) conducts business with high-performance gases, gas mixtures and gas equipment, as well as designing, installing and servicing gas systems. We strive for a good understanding of the customer's needs for technical and cost-saving solutions, a prominent level of service, product selection according to customer specification, uniquely designed gas systems and installations according to regulatory requirements. Management and employees are committed to constantly develop our customer focus through continuous improvement work. The business is certified according to SS-EN ISO 9001:2015 and 14001:2015.

This Code of Conduct aims to:

- establish our core requirements in terms of business ethics, safety, working conditions, work environment, human rights, external environment and integrity and legal compliance,
- contribute to a sustainable society and sound operations and to
- create mutual trust and confidence within the organization and outwardly among customers, suppliers and other stakeholders.

Extent

The Code of Conduct covers all stakeholders, including suppliers, their subcontractors, partners and society.

Safety

GP wants to be a safe and secure actor who actively considers safety issues. Systematic security work should protect people and information assets. Each employee shall have an explicit responsibility for ensuring that applicable safety rules are applied.

Working conditions

Legal conditions

Employees should be protected from any type of violence and abuse or harassment. Wages and working conditions must follow applicable legislation on wages or collective agreements. Otherwise, all applicable laws and regulations regarding health and safety in the workplace must be followed.

Discrimination

Everyone should be treated with respect regardless of gender, background, religion, age, disability or other distinguishing features.

Forced labour

All forms of forced labour are prohibited. For us, it is important to keep agreed working hours, to arrive at the workplace at the agreed time and to leave the workplace at the agreed time. Employees may end their employment according to rules of law or employment contracts.

Child labour and children's rights

We do not allow child labour. We want children to be children and have a good life. When working, the minimum age for gainful employment in national legislation and international agreements shall be respected.

Freedom of association

All staff shall be free to start or be part of a trade union activity following local legislation.

Work environment

We offer our employees a good and healthy working environment. To achieve this, we work systematically with work environment issues according to the Work Environment Act and for suppliers who are not covered by this, we refer to standards such as SA8000 and to the UN Universal Declaration of Human Rights.

Environmental protection

GP has a third-party certified environmental management system according to SS-EN ISO 14001:2015. This means that we assess and check the environmental impact within the environmental aspects of our operations and draw up action plans to reduce negative environmental effects.

Privacy and compliance

We reject bribery and corruption. For gifts, we follow the rules of tax legislation. We are aware of the Criminal Code (1962:700) Chapter 10 on embezzlement, other breach of trust and bribery.

Suppliers shall follow applicable legislation and shall not engage in or tolerate any form of corruption.

Information shall be treated confidentially and accurately. In business, applicable rules, laws and intellectual property rights must be respected.

Reporting illegal or unethical behaviour

Stakeholders and others are encouraged to report criminal and unethical behaviour to the Management for proper action.

Södertälje 5 January 2022



Maria Chruzander
CEO

Reference: Code of Conduct/Social Responsibility Routine in Management Information

Mailing address
Skandinaviska Gasprodukter AB
Box 5204 S-151 13 Södertälje
Visiting address
Regementsgatan 7, S-151 66 Södertälje

Telephone
08-790 00 70
Bankgiro
394-3503

Internet
www.gasprodukter.se
Email
info@gasprodukter.se
Org. Nr: 556768-4849

**FIRST
CERT** ISO 9001
ISO 14001
CERTIFIED

**SWEDAC
ACKREDITERING**
Ackred. nr. 10442
Certifiering av ledningssystem
ISO/IEC 17021-1