



Code of conduct

Purpose

Karnag AB's Code of Conduct has been developed in order to highlight which principles Karnag AB uses in relation to its employees, business partners and other stakeholders.

Code of Conduct

In cooperation with the enterprise's stakeholders, the following principles shall be used:

Compliance

In each situation, Karnag AB shall comply with laws, regulations, and recommendations that are valid in those countries where the Company does business. Our values and the principles presented hereinafter shall be used as guidelines in situations where laws and regulations offer no guidance. Compliance of laws and regulations is prioritized if there is a conflict between laws and regulations and our policy.

Relations with Business Partners

Karnag AB's relations with its business partners are permeated by openness, justice, and the use of best business practices.

Accounting and Reporting

Internal financial transactions of Karnag AB are recorded in accordance with current regulations and GAAP.

Conflicts of Interest

All employees and members of the Board of Directors shall handle their private and other external business in such a way that there are no conflicts of interest regarding the interests of Karnag AB. Should such conflict of interest occur, this should immediately be reported to the senior management to be evaluated.

Political Involvement

Karnag AB shall be neutral regarding political parties and their representatives. No kind of sponsorship of parties or candidates shall occur.

Environmental Considerations

In Karnag AB's processes and products, energy and raw materials shall always be used with such efficiency that waste and residue are minimized. Our environmental routines secure that we routinely control, detect, report current and future risks, and take measures to remove these.

Human Rights

Karnag AB supports and respects internationally issued regulations regarding human rights, and make sure that our business does not conflict with such regulations. Karnag AB shall employ and treat its staff in such a way that we do not discriminate anyone with regard to sex, religion, age, sexual orientation, nationality, political affiliation or membership in a labor union, social or ethnic background. In Karnag AB, multiplicity is encouraged. Karnag AB does not tolerate any kind of child labor or any kind of forced labor. Our work environment policies secure that we at all times comply, as a minimum, with those laws, requirements, and regulations in those countries where Karnag AB does business.

Responsibility of Management and Employees

It is the responsibility of Karnag's senior management to communicate, within the company, the essence of this document, and to encourage employees to disclose any kind of behavior that might be irreconcilable with these principles. Reports of violations of this Code can be made anonymously and confidentially to the CEO or the deputy CEO of Karnag AB. Individuals who report violations in good faith will not be subject to retaliatory measures. This Code of Conduct has been approved by the Board of Directors for Karnag AB, and can only be amended or annulled by the Board. All amendments or exceptions should be published.