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Design and innovation for a bright future

Code of conduct staff, Fasadglas Bäcklin AB

- 1) I take responsibility for knowing and following the laws, regulations, internal rules and guidelines that apply to my specific work, project and position.
- 2) I lead by example. I treat everyone with respect and consideration and have a professional approach when dealing with other employees, customers and suppliers.
- 3) I do not cause or contribute to discrimination or harassment because of a person's gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age. The same applies to bullying or other offensive discrimination regardless of the basis.
- 4) I notify my immediate manager, another manager or the HR function at local or central level if I perceive that there is discrimination, harassment or offensive special treatment among my colleagues. I can also contact the protection representative and equal conditions representative in the same matter or use our whistleblower function.
- 5) I notify my immediate supervisor if, due to a close relationship with another employee, I risk ending up in a confrontational situation or another situation that could affect trust in Fasadglas.
- 6) I am aware that the ability and willingness to contribute to a good working climate in the workplace and to treat colleagues, customers and suppliers in a positive and respectful way are criteria that can influence the individual salary setting
- 7) I am aware that behavior and actions that violate laws, regulations, internal rules or guidelines may result in changed work tasks, disciplinary measures or, in the extreme case, dismissal from employment or affiliation.
- 8) I always put personal safety first in all work steps from planning through manufacturing to assembly including logistics. See Work environment policy.
- 9) In contact with facade glass suppliers and partners, I ensure that they are served our "Code of Conduct for suppliers and partners" and inform them of where to turn for more information.

Jan Lindholm, CEO