

CODE OF CONDUCT

The Code of Conduct describes the values that we share at Scanunit. This code applies to all Scanunit's employees, suppliers, and business partners.

BACKGROUND AND PURPOSE

The purpose of this Code of Conduct is to:

- To achieve and maintain high ethical standards in the organisation,
- Ensure that the operations of the company are carried out in accordance with applicable laws and regulations and ethical guidelines of the O.F. Ahlmarks,
- Support employees in making well-founded choices and decision during business operations.

This Code of Conduct is a binding document for Scanunit and applies to all employees, regardless of the position held in the company.

LAWS AND COMPANY POLICIES

We follow applicable laws and regulations, this Code of Conduct and O.F. Ahlmark's Ethical Guidelines.

We act in Scanunit's best interest using common sense, guidance, and policies.

We do not tolerate corruption.

We do not offer or promise gifts, payments, or other benefits, either directly or indirectly, to achieve business advantages.

We do not accept gifts, payments, or other benefits in exchange for business advantages.

We avoid conflict of interest, where personal interests may conflict with the interests of Scanunit.

We compete fairly. We follow applicable competition legislation.

We protect our and others (customers, suppliers, personnel) confidential information. We respect intellectual property rights.

HUMAN RIGHTS AND ENVIRONMENT

We respect human and labour rights as defined in the Universal Declaration of Human Rights, as well as the seven international treaties on human rights. We make sure that no forced or child labour is used in our value chain.

We value diversity. We do not accept discrimination based on gender, civil status, ethnic or national origin, religion, age, or suchlike. We advocate an open atmosphere in which all colleagues respect each other.

We promote sustainability in all aspects of our operations. We strive to mitigate the environmental impact of our operations. We report environmental incidents and take actions to remedy those.

Everyone should be treated with respect and dignity at work. We treat our colleagues and business partners as we wish to be treated ourselves.

We do not tolerate any form of verbal, visual, physical, or psychological harassment or bullying under any circumstances.

HEALTH AND SAFETY

Employees at Scanunit should feel safe, whether they are at the office, the workshop or out on a ship.

We never compromise safety, even when pressed by the time, cost or by the Customer.

All employees are obligated to make sure that our work environment is safe and healthy for ourselves. We have common responsibility to stop any unsafe work.

SPEAK UP

All suspected improper actions or irregularities shall be reported directly to the Scanunits Management or O.F. Ahlmarks: Kristina Löved (+46 54 149731) or Anders Bergenheim (+46 54 149712).

All reports will be carefully investigated and there will be no adverse work or career consequences because of reporting possible violations of this Code.