

Code of Conduct

Bayn Solutions AB operates responsibly for the environment, employees, customers, the public and, of course, future generations. This, to us, constitutes "corporate social responsibility". Corporate social responsibility is based on various aspects that interact with a good economy and profitability to ensure long-term business operations.

Our Code of Conduct and policy documents are guiding our work to constantly improve and ensure corporate social responsibility. The Code of Conduct is based on the UN Global Compact and the compact's ten principle in the areas of human rights, labour legislation, the environment and anticorruption, the ILO's fundamental conventions on human rights at work, the Rio Declaration on Environment and Development, and the UN conventions against corruption, as well as laws and agreements.

- The Code of Conduct applies to everyone at Bayn Solutions, from the board of directors and executive management to individual employees, and the content of the Code shall be respected and followed.
- We require that the Code of Conduct be respected and followed by our business partners (customers, collaboration partners, suppliers).
- The Code of Conduct comprises a general framework, complemented with detailed rules and guidelines in specific areas.

HUMAN RIGHTS AND WORKING CONDITIONS

Bayn Solutions' workplaces shall be safe, secure, and free from accidents. We consider employee health and job satisfaction central issues.

- We take a long-term and systematic approach to developing the working environment and promoting employee well-being to prevent accidents and ill health.
- At Bayn Solutions' workplaces everyone shall participate in working environment management and follow Bayn Solutions' guidelines and workplace rules. Employees take responsibility for their own and others' working environments. We safeguard both ourselves and others.
- Bayn Solutions' workplaces shall have adequate equipment and competence for the protection of people and property.
- We work to ensure that the entire value chain, in compliance with each country's occupational health and safety legislation, contributes to a safe and sound working environment.

Equality and diversity

It is self-evident that all people are equal. Bayn Solutions strives to increase diversity and equality in all areas of operations. Everyone shall have equal rights and equal opportunities regardless of gender, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, or age.

Discrimination

Bayn Solutions has a zero-tolerance policy for all forms of victimisation, harassment, sexual harassment, bullying and discrimination. Employees shall be treated with respect and dignity.

We have a responsibility to prevent, avert and act. All employees and business partners who see or suspect violations are obligated to report them.

Child labour

No person may be employed before they have completed compulsory school. Neither may they be employed before they reach the age of 16. Employment of younger people up to the age of 18 must not risk their education or their physical, mental, social, or moral development.

Forced or bonded labour

Work shall be conducted on a voluntary basis. Forced, involuntary, or unpaid labour shall not occur. Salaries or possessions may never be deposited or taken in pledge by anyone in exchange for labour. No person may be detained for work for any period of time against his or her will. No employee may, under any circumstances, be subjected to bodily punishment or other form of physical, sexual, or psychological punishment or harassment.

Freedom of association

Bayn Solutions does not accept any restrictions on the right to freedom of association or collective bargaining. Employees shall be able to exercise these rights without being hindered or risking harassment and reprisals.

Right to reasonable employment conditions

Bayn Solutions does not accept employment conditions that do not meet the minimum standards of national and local legislation or the ILO's fundamental conventions.

- Employees are entitled to an employment contract.
- Signed collective agreements shall be respected and followed.
- Salaries shall be paid regularly, on time, and shall be reasonable in relation to work performance.
- Laws and agreements shall be complied with in terms of working hours and overtime.
- Employees shall be entitled to take statutory vacation leave and other legal leave (e.g., parental leave) in consultation with the employer and take sick leave without any negative repercussions.

ENVIRONMENT

At a minimum, Bayn Solutions AB complies with local environmental requirements in legislation and regulations and has knowledge and control of our environmental impact. Bayn Solutions strives to adhere to the most stringent legislation of any of our countries of operation. We are constantly working to reduce our impact on the environment. We encourage knowledge about, and the development and adoption of, clean technology.

Our business partners and their environmental performance play a significant role in our environmental management. We shall in collaboration with our business partners drive the development of green products and solutions.

LEGAL REQUIREMENTS

Bayn Solutions AB complies with the national laws that apply in the countries in which the company conducts business. Should any requirement in the Code of Conduct conflict with national legislation, statutory law shall prevail.

We do not accept any form of illegal anti-competitive action, such as price fixing, cartel formation or the abuse of dominant market positions. We act correctly and do not exercise inappropriate influence or manipulation intended to distort competition.

Bayn Solutions takes responsibility for the prevention of financial crime in the industry. Financial crime distorts competition and results in instability, unpredictability, and fewer resources for the law-abiding sections of society. We correctly account for all financial transactions. We oppose and actively work to prevent illicit work.

ANTI-CORRUPTION

Bayn Solutions always acts responsibly and ethically in its business relationships. We do not tolerate any form of corruption, bribery, or blackmail. This means, for example, that:

- We act and make decisions without consideration for personal gain for ourselves or those close to us. We do not use relationships with business partners for personal gain.
- We avoid situations that can create or give the impression of creating conflicts of interest. If a conflict of interest cannot be avoided, it must be reported openly to the appropriate line manager. If an employee pursues business operations outside of Bayn Solutions (a so-called side-line), approval must be sought from Bayn Solutions.
- We never breach applicable laws on the giving or accepting of bribes. Nor do we participate in business entertainment outside normal business operations. We adapt to our business partners' rules on gifts, business entertainment and the like if they are stricter than Bayn Solutions' rules.

COMPLIANCE

We require compliance with the Code of Conduct. The principles of the Code of Conduct are followed up regularly as a natural part of operations. In this respect, executive management and managers at all levels have a special responsibility to lead by example. An employee who is uncertain about the application of these principles in day-to-day operations can turn to their manager for guidance.

Employees of Bayn Solutions shall sound the alarm if they suspect actions contravening the Code of Conduct or legislation. In the first instance, employees of Bayn Solutions and its business partners should report to their line manager.

If a Bayn Solutions employee fails to act in accordance with the Code of Conduct, this will result in disciplinary action. If a business partner repeatedly or seriously breaches the Code of Conduct, the business partnership will be concluded.

ADOPTION

This Code of Conduct has been adopted by the Board of Directors on 2021-03-11.