



Code of Conduct Wenell Management AB

Determined by Wenell Management AB's Board of directors in August 2024.

Top priority areas

1. Human Rights

Wenell Supports and respects internationally recognized human rights and is never involved in human rights abuses.

2. Anti-corruption

Wenell Represents honesty, integrity, and accountability. This means that all forms of corruption, including extortion and bribery, are never tolerated.

3. Environmental liability

Innovative solutions that entail reduced environmental impact are encouraged and Wenell take an active initiative to promote greater environmental responsibility.

4. Gender equality and diversity

By diversity, we mean differences that include age, gender, ethnicity, physical conditions, religion, belief, sexual orientation, and ways of thinking and acting. Wenell is actively working to create an inclusive working climate where gender equality is a prerequisite for everyone to contribute with their full potential.

Other areas

5. Freedom of association

In accordance with local law, all employees are free to start or participate in trade union activities. Wenell recognizes the right of collective negotiations in terms of employment.

6. Forced labor

All forms of forced labor are prohibited, and employees have the right to terminate their employment under local law or employment contracts.

7. Child labor

Wenell disaffiliates all types of child labor. No person under the age of 15 shall be hired and in particularly demanding duties the person must be at least 18 years of age.

8. Discrimination

Diversity among Wenell's employees is encouraged and none regardless of race, color, gender, sexual orientation, nationality, family status, religion, political opinion, ethnic background, social background, social status, age, union affiliation or disability may be discriminated. Physical or psychological harassment is strictly prohibited within Wenell.



9. Preventive environmental measures

Sustainability is a key word for Wenell and finite resources are avoided as often as possible. Wenell works with environmental issues from a preventive perspective, which means prioritizing environmentally friendly solutions and avoiding environmentally laden substances as far as possible.

10. Consumer rights

Wenell always acts in accordance with honest business practices when dealing with consumers. Wenell also ensures that goods and services meet legal requirements.

11. Competition

Wenell complies with local law and do not participate in anti-competitive arrangements.

Stockholm, August 23, 2024

A handwritten signature in blue ink, appearing to read "Tommy Olin".

.....

Tommy Olin, CEO