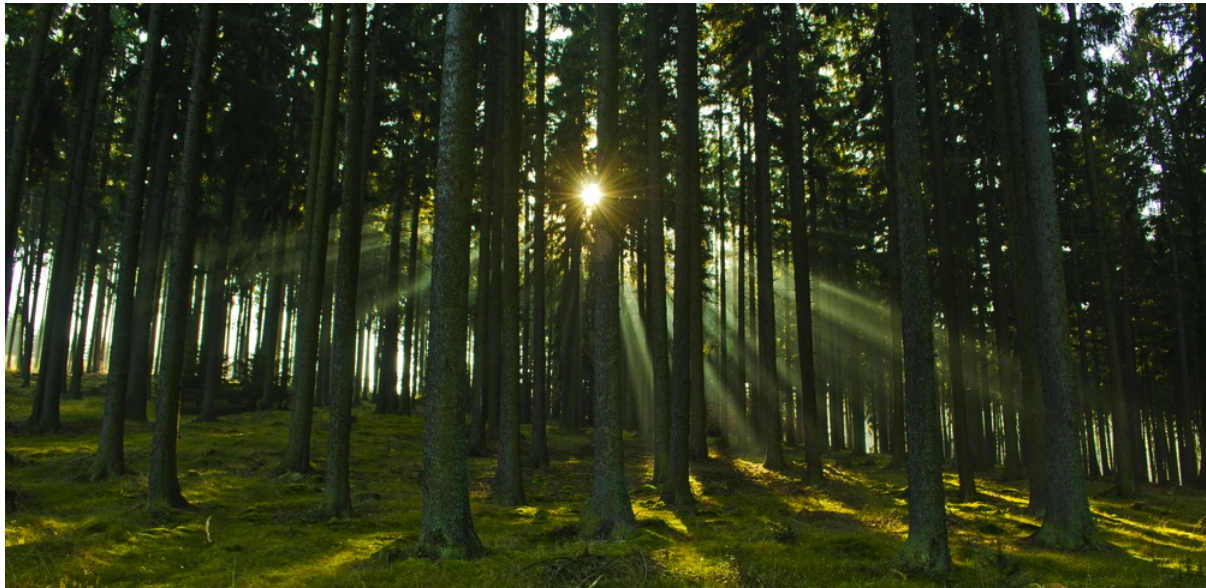


# Code of Conduct

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[thbrunius.com/sustainability/code-of-conduct](https://thbrunius.com/sustainability/code-of-conduct)



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## Business ethics

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We recognize that trade is important for economic, social and environmental development and that our products are essential for a well-functional society.

We always conduct business with high integrity to keep Th. BRUNIUS' invaluable reputation as a trustworthy company.

We know our customer and business partners. We earn our business in a fair way, competing with our knowledge, expertise and products.

### To us this means:

- We do business in accordance with relevant local laws and regulations
- We do not participate in or endorse any corrupt practices, including offering or accepting kickbacks, bribes, excessive gifts or hospitality.
- We do not have business relationships with business partners on applicable sanction lists.
- We do not participate in or endorse any money laundering activities.
- We do not agree to issues that constricts free competition.
- We ensure transparent and correct information in the technical specifications from our suppliers.
- We work in the best interest of the company and strive to avoid situations where private activities are in conflict with job obligations.
- We all strive to protect confidential information and we take necessary steps to protect personal information we are entrusted with.

## Workplace, health and Safety

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We treat colleagues, people representing our business partners and others affected by our business the same way we would like to be treated.

### This means:

- We respect the fundamental Human Rights
- We treat each other with dignity, respect and compassion. We have a zero tolerance against harassment and discrimination, for example based on ethnic origin, gender, sexual orientation.
- We take responsibility for our own safety and work towards zero accidents or injuries
- We never compromise with safety during business travel. We work actively to assess risks and take necessary actions to manage risks
- We promote health and wellbeing

## Environmental Care

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The forest is the main source of resources for our business but also extremely important for life on earth. Therefore, we strive to minimize our environmental impact.

- Th. Brunius & Co AB is FSC® – (FSC®C123634) and PEFC-certified (PEFC/05-37-295).
- We are transparent about the content in the products we sell.
- We look for business's that strive to minimize the use of resources such as energy, raw material and water.

Gothenburg, March 2021

Paul Brunius  
*CEO*

Nils Engström  
*Chairman of the Board*

Revised March 2023