

# Code of Conduct



The Swedish Shipyard



## Floating Dock 1

Max ship length: 115 m  
Max ship width: 16 m  
Lifting capacity: 4000 tons

## Floating Dock 2

Max ship length: 150 m  
Max ship width: 23 m  
Lifting capacity: 7500 tons

## Quay Facilities

Length: 250 m  
Depth: 6 m  
Crane capacity: 36 tons



We are committed to maintaining the highest standards of business ethics, sustainability, and social responsibility. This Code of Conduct applies to all employees, managers, and partners and ensures that our work is carried out with integrity, respect, and professionalism.

Our suppliers and business partners are expected to adhere to the same high ethical and environmental standards that we uphold.

Falkvarv's Code of Conduct is based on:

- The UN's Universal Declaration of Human Rights.
- ILO's core conventions on forced labour, child labour, discrimination and freedom of association and the right to organize (C29, 87, 98, 100, 105, 111, 138 and 182).
- UN's Convention on the Rights of the Child Article 32.
- UN's Convention against Corruption
- UN's Global Compact
- ISO 9001:2015 and 14001:2015

## Compliance with Laws and Regulations

We comply with all applicable laws and regulations in the countries where we operate. The code of conduct does not replace law and regulations in Sweden or other countries where we operate.

Legal requirements take precedence in the event of a conflict between Code of Conduct and Law.

However, if the Code of Conduct sets higher requirements than current legislation, the Code of Conduct must be applied instead.

## Workplace Environment and Safety

We actively strive to create a safe and healthy working environment for all employees.

All employees are responsible for following safety regulations and reporting potential risks or incidents.

The use of alcohol, drugs, or other substances that may impair workplace safety is prohibited.

All employees must be aware of our Work Environment Policy, Safety Regulations and Drug Policy.

## Environmental Responsibility

We work and are certified in accordance with ISO 14001:2015

We are committed to minimizing our environmental impact and adhering to sustainability principles.

We aim to reduce waste, emissions, and energy consumption while using resources responsibly.

We expect that our business partners also work systematically to reduce their environmental impact and define environmental targets.

## Ethical Business Practice

We conduct our business with integrity and honesty. Bribery, corruption, and undue influence are strictly prohibited. We respect confidentiality and protect the company's and customers' information. Conflicts of interest must be avoided and reported immediately if they arise.

## Labour Rights and Human Rights

We respect the rights of all employees and strive to maintain fair working conditions.

Discrimination based on gender, age, ethnicity, religion, sexual orientation, disability, or any other grounds is not tolerated. Child labour, forced labour, and other forms of exploitation are strictly prohibited.

All employees must be aware of our Policy for victimization and discrimination.



### Quality and Product Responsibility

We work and are certified in accordance with ISO 9001:2015

We aim to manufacture products of the highest quality that meet or exceed customer expectations.

All employees are responsible for ensuring that the quality of our processes and products is maintained. We take full responsibility for any defects and actively work to address them.

### Communication and Transparency

We communicate honestly and clearly with customers, suppliers, and other stakeholders.

Providing false or misleading information is prohibited.

Internal communication must be characterized by respect, clarity, and collaboration.

### Reporting and Compliance

All employees are obligated to report any suspected violations of this Code of Conduct.

Reports should be made to the immediate supervisor, CEO or other person in a leading position. If the employee wishes to remain anonymous, it is possible to report via the suggestion box.

Retaliation against employees who report violations is not permitted.

### Approval and Compliance

This Code of Conduct is part of our commitment to building a responsible and sustainable company.

We expect all employees and partners to adhere to these principles. Violations of this Code may result in disciplinary actions, including termination and legal consequences.

### Approved by:

Stefan Tengvall, CEO  
23<sup>rd</sup> of April 2024