



CODE OF CONDUCT

PIHLS Group



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In 2015, the UN's 193 member states adopted 17 global sustainability goals, the Sustainable Development Goals (SDGs) for economically, socially and environmentally sustainable development and to work towards their achievement by 2030.

This initiative is called Agenda 2030 and the 17 goals have 169 sub-goals and shift the focus from a development perspective to instead reflect the broader issues that drive development globally with a focus on the economic, environmental and social dimensions.

The goals are relevant for all the countries of the world and also for companies as business is highlighted as an important actor for goal fulfillment. Pihls has identified eight goals (1, 3, 5, 8, 9, 10, 11 and 13) that correspond to our seven goals in the business plan and are relevant to document and follow up. In addition to financial sustainability, Pihls will focus more on social and environmental sustainability.





Introduction

Pihls must conduct its business in an economically, environmentally and socially sustainable manner. Our code of conduct deals with working conditions, human rights, equality, diversity, anti-corruption, business ethics and the environment. With our code of conduct, we address our own employees but also focus on our customers (requirements) and suppliers (evaluation).

Working conditions and Human rights (Society/Social)



Pihls complies with applicable legislation and collective agreements regarding working conditions. We comply with laws and agreements on working hours and do not allow working hours that are not in line with collective agreements. Pihls ensures that employees' wages are fair and competitive and complies with relevant laws and agreements. Employees are given the right to rest and meal breaks during working hours.

Our workplace must be characterized by equal opportunities, rights, openness and diversity. All employees must treat each other with respect and dignity.

Pihls' basic requirement is to support and respect the UN Convention on Human Rights, that is to say that all people are born free and have equal value and rights. Therefore, all employees who work or perform services at Pihls must not be discriminated against on the basis of gender, gender identity or expression, ethnic affiliation, disability, sexual orientation and age. Through our discrimination plan, we work systematically and structured to clearly highlight Pihl's approach in the area.

All our employees have the right to join associations, organizations and the right to organize themselves in trade unions. Pihls is connected via collective agreements to the trade unions within which the business operates.

The right to voluntarily choose to work must not be forced under any circumstances.

Pihls does not accept any form of child labour. We do not employ anyone under the age of 18 at

Pihls. Time-limited assignments (e.g. internship, summer job) when the person is under 18 but over 15 work tasks are restricted, such as for example heavy and dangerous work.

Pihls is a member of Technology Industries of Sweden and Swedish Confederation of Transport Enterprises and works according to central agreements with the unions Metall, Unionen and Transport.

Pihls is connected to Smedhälsan Occupational health care. For sustainable health and support in work environment work.

Action plans for long-term sick leave are drawn up for return to work, if necessary. adapted to the individual's needs.

Pihls carries out safety rounds before safety committee meetings and conducts active and documented work environment work.

Pihls promotes staff training, a learning organization/old learns new and encourages newly arrived staff to learn Swedish. Everything for varied work and smooth integration into the organization.

Pihls has adopted a Work environment goal for 2024, To reduce short-term sick leave, see MINET.

Pihls is a "friend company" to Eskilstuna Stadsmission, whose goal is to work for a more humane city for everyone and reduce exclusion.

Pihls uses pensioners as hourly drivers

Equality (Society/Social)



Within Pihls, there must be a corporate culture where equality has the highest priority in terms of tasks, responsibilities and powers, salary, career as well as development and training.

Pihl's objective is to recruit personnel for increased equal distribution between women and men.

Salary mapping is carried out annually with the aim of detecting, remedying and preventing any unreasonable differences in pay between women and men.

Pihls applies equal pay for equal work. Salary review 2024 yielded no comments.

Pihls has a desire and ambition to recruit more women as warehouse workers and drivers.

Discrimination plan developed for 2024-2026 .



Diversity (Society/Social)



Pihls works actively with diversity and is based on the view that people's differences contribute to an attractive and dynamic workplace. We have a workplace with many nationalities and this creates dynamism in the company.

Pihls's sponsorship invests in events and associations that raise issues of equality, diversity and integration.

Pihls has written in the business plan "Pihls shall be a sought-after employer and be a role model in the business world"

Discrimination plan developed for 2024-2026

Business ethics and anti-corruption (Economics)



All employees are obliged to treat information about Pihls with care and to treat non-public information confidentially.

As an employee at Pihls, we have an obligation to act in the best interests of the company and avoid any conflicts of interest that may create benefits for oneself or others that are inappropriate and may harm the company.

Pihls does not participate in, nor support any corrupt activity or corrupt practices that offer bribes, gifts or representations of value that could be perceived as illegal or unethical and influence decisions, whether from customers, suppliers or third parties.

Pihls has decided to donate money to charity instead of gifts to customers.

Pihls's representation is minimal, possibly lunch in connection with the meeting. If the representation is to be more extensive, decisions must be made in the Management Group and follow the regulations that exist.

Pihls cooperates with competitors market-wise and with the aim of increasing the level of service.

Environment (Environment)



Pihls wants to contribute to sustainable development and is constantly working to reduce our environmental impact internally throughout the business but also together with our customers and suppliers.

As we at Pihls have a large fleet of vehicles and where there is a lot of transport on the roads, we see our contribution to sustainable development as a natural part of our work.

Our environmental responsibility means always following the legislation and being up-to-date on new laws and regulations. Environmental work is an integral part of our daily operations where we see that all employees' efforts and contributions are important for our overall goals.

We enable our employees to use, recycle and dispose of materials in a responsible manner.

Pihls is constantly working to reduce resource consumption.

Pihls is certified according to ISO14001:2015.

Pihls works actively to reduce water and chemical consumption as well as electricity consumption and CO₂ emissions.

Pihls' investments in cars, machinery and premises must include an environmental focus. When investing in cars, alternatives to Diesel must always be evaluated.

HVO can be offered as an alternative to Diesel. At least EU6 engines.

Pihls' company cars are electric. Electric delivery vans and trucks where possible. HVO instead of Diesel.

Pihls' suppliers must be evaluated with regard to their environmental work.

Traffic safety policy "Pihls i trafiken", see MINET, addresses our way of working in traffic in order to influence the work environment, safety and air emissions.

Pihls buys renewable electricity labeled "Good Environmental Choice", for a sustainable energy system for the sake of the climate and biodiversity. Strict requirements on how the electricity is produced while actively working to reduce the impact on the environment from electricity production.

