

Rimaster's CSR Polices - External

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Scope

Corporate Social Responsibility (CSR) means to us in the Rimaster Group that we as a group, with operations at several geographical places, each with its own culture, laws and social patterns, take a larger responsibility in our society than just what we do in our manufacturing units. Our responsibility is wider than that and includes health and safety, environmental, social and ethical as well as financial aspects that we need to consider and take responsibility for in order to be a sustainable company which is well-accepted by all our stakeholders and in our surrounding society.

Our CSR policies, valid for all units in the Rimaster Group, related to environment, labor & human rights, ethics and sustainable procurement are all important to consider, and to focus, in order to ensure a long-term stability and positive development of the Rimaster Group.

We expect all employees of the Rimaster Group to take part of these policies and to follow them when performing work at Rimaster.

These CSR policies are valid for all our units and we expect all employees of the Rimaster Group to take part of them and to follow them as a part of their employment at Rimaster.

We also expect suppliers and contractors with whom we do business to uphold the same standard.

Acknowledgement

These CSR policies have been acknowledged and approved by the Board of Rimaster AB on 20 December 2023.

Tomas Stålnert
CEO, Rimaster AB

Pernilla Norman
Vice CEO, Rimaster AB

Career Management and Training Policy

The collective and individual competences in the organization are crucial to ensure Rimaster's competitive advantage, both today and in the future. The human resources are thus an important condition for Rimaster's effectiveness and ability to develop.

The best utilization of Rimaster's human resources can be achieved when:

- Processes related to recruitment, onboarding and offboarding are open, fair and based on clear criteria in order to ensure mutual suitability.
- The employees engage in, and contribute to reaching, the company's goals.
- The employees have the opportunity to develop their competences so that they can perform their work in a satisfactory manner.
- The employees are, when appropriate, given the necessary training and support related to career management.
- The company encourage and support knowledge exchange between Rimaster's units.
- The company work actively with external partners to increase learning in the organization.

Child Labor, Forced Labor and Human Trafficking Policy

Child labor, forced labor and human trafficking are pervasive problems throughout the world. Rimaster has employees in several countries and we purchase goods and services from suppliers around the world, why we have an important role to play in these issues. In relation to this, we have adopted the following principles to reinforce the core value of treating all people with dignity and respect:

- We shall always comply with the laws and regulations that are locally applicable and related to child labor, forced labor and human trafficking and which are treated by us as zero-tolerance issues.
- We do not tolerate any form of child labor or other forms of exploitations of children. No one is employed below the completion of compulsory school or under the age of 15 and no one under the age of 18 is employed for hazardous work within Rimaster.
- We do not tolerate any form of forced or compulsory labor.
- We do not tolerate any form of human trafficking, weather by force, fraud or coercion.
- We shall not use misleading or deceptive practices while recruiting employees. Basic and necessary information related to the employment shall be provided in the local language and a written employment agreement shall be provided in a language the employee understands.
- We or recruitment companies working on behalf of us shall not collect fees from job seekers during the recruitment. We only use recruitment companies that comply with local labor laws in the country where the recruitment takes place.
- We do not destroy, hide, confiscate or otherwise deny an employee access to personal information held by us.

Anonymous reporting of any incident violating these principles is always possible through our whistleblowing channel, available both internal and external.

Diversity, Discrimination and Harassment Policy

We strive to promote equal rights and opportunities for all individuals in terms of working conditions, employment conditions and development opportunities within the company.

We shall work actively, consciously and target-oriented for inclusion and counteract all forms of discrimination as we shall be an equal workplace free from discrimination and where all individuals are met with respect and given the opportunity to fulfill their full potential.

The work for inclusion and against discrimination must be a natural part in all our units and is seen as a matter of course within the Rimaster Group. It must focus on preventive measures to ensure that all individuals, regardless of gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age are given equal opportunities and obligations.

All employees within the Rimaster Group have a personal responsibility to contribute in these matters.

All employees must know our routines for handling issues related to diversity, discrimination and harassment and feel confident that no reprisals in any form will be directed at anyone who reports that they or others have been subjected to behavior that violates our policy.

Anonymous reporting of any incident violating these principles is always possible through our whistleblowing channel, available both internal and external.

Environmental Policy

All Rimaster units are actively contributing to minimize our use of global resources. Environmental consideration and protection is a natural and integrated part of our business and operational processes, thus also constantly present in all our operations. We shall constantly strive to further enhance our ability to minimize any environmental strain stemming from our operations and to improve our environmental management system.

From this follows our qualitative commitments:

- We always follow and adapt to any legal regulations that have an impact on our operations.
- All employees have a responsibility to minimizing the negative effect our operations might have on the environment.
- Recycling is a natural part of our processes.
- We shall strive to minimize our consumption of energy, raw material and packaging materials.

Ethics Policy

We are committed to a culture of ethics and compliance in which we conduct our business with integrity and in accordance with applicable laws and regulations. Rimaster's reputation of honesty, integrity and responsibility must be upheld at all times. Therefore:

- No forms of corruption are tolerated, such as bribery, conflict of interest, money laundering or fraud.
- Anti-competitive practices are not tolerated, such as bad-rigging, price-fixing or predatory pricing and dumping.
- Improper dissemination of business-related or personal information linked to any of our internal or external stakeholders is not allowed.

Anonymous reporting of any incident violating these principles is always possible through our whistleblowing channel, available both internal and external.

These principles are valid for all our units and the responsibility we have as employer. We expect the suppliers and contractors with whom we do business to uphold the same standard.

Failure to comply with any aspect of this policy may result in disciplinary actions, including termination of employment.

Health and Safety Policy

It is important for Rimaster that all employees as well as visitors and sub-contractors are comfortable at work and that the work environment is safe, healthy and sustainable. The work environment must be safe, both in terms of physical and psychosocial conditions, and provide equal opportunities for collaboration, social interaction, and development.

A work environment characterized by open attitude and keen awareness, where leaders and managers open up a dialogue on common goals and visions, is a precondition for a positive organizational development in Rimaster.

A safe, healthy and sustainable work environment can be achieved when:

- Global and local management includes work environment in regular strategy process and daily operations, report progress towards decided objectives, commit towards continual improvements and ensure clear communication.
- All employees follow the laws and regulations, rules and common practice in the field of working environment.
- All employees take a personal responsibility in the daily operations for a safe and secure work environment.
- All employees assess possible risks as early as possible in regular safety inspections, emergency preparedness and risk analysis. Identified risks are addressed by the local safety committee and management group.
- The company provides necessary personal protective equipment (PPE) to all employees who have an identified need.
- The company works proactively, determined and as active as possible with employees in need of rehabilitation, to ensure a swift recovery and return to work.
- All visitors, sub-contractors or other persons not employed by us and who reside in any of our premises are to receive clear information about safety at Rimaster.

Social Dialogue Policy

As local or relevant laws allows, all employees within the Rimaster Group have the rights to freely join or form representative bodies and to elect their representatives. Such bodies are to work freely, without interference and with relevant support from the company so that they can carry out their duties.

These bodies have the right to collective bargaining on behalf of their members and for such negotiations receive relevant company information and access real decisions makers.

The social dialogue within the Rimaster Group is built up mainly by:

- Collective bargaining between the company and the employee representatives for matters where agreements needs to be reached, and
- Systematic workplace cooperation between management and employees for daily issues.

Workplace cooperation shall be performed at all sites in a manner that suits the local conditions and be arranged so that employee input and feedback on issues of common concern are encouraged.

Sustainable Procurement Policy

Qualitative commitments

At Rimaster, we are always driven by the unwavering commitment to always do the right thing for our customers, our employees and our communities. We are committed towards social impact and strive for sustainability across every function, including sourcing and procurement.

Through this sustainable procurement policy, we intend to make our operations more sustainable by:

- Upholding the laws and regulations of the respective countries we operate in.
- Endorsing highest standards of economic, social, ethical and environmental practices.
- Identifying and moderating risks associated with our procurement process.
- Communicating the policy with internal and external stakeholders and raising awareness among our suppliers.

In accordance with our commitment to the highest standards, we also expect our suppliers to aspire to the same standards in their business operations, including but not limited to:

Environment

- Comply and adhere to all the applicable environmental laws in respective countries/jurisdiction.
- Undertake initiatives to promote greater environmental responsibility such as:
 - Responsible waste management and disposal
 - Reduction of greenhouse gas and other emissions harmful to the environment
 - Conservation of non-renewable natural resources

Labor Practices and Human Rights

- Comply with all applicable laws, in accordance with the principles of the International Labor Organization, the UN Global Compact and the UN Universal Declaration of Human Rights.
- Prohibit slavery and the use of forced, bonded, or child labor across the supply chain.
- Prohibit unlawful discrimination and harassment to provide a safe and inclusive work environment.

Community Development

- Provide employees with a living wage, at a minimum.
- Partner with the local governments and communities to improve the education, cultural, economic, and social well-being of communities which they operate in.

Ethics

- Obey all relevant international and domestic laws regarding ethical business practices.

- Demonstrate existence of procedures to prevent 1) money laundering, 2) fraud, bribery and corruption, 3) conflicts of interest and 4) data security issues.

We understand that procurement performance improvement is a continuous process and recognize the contribution of our suppliers in our journey to become more sustainable.

For detailed guidelines on supplier sustainability, please refer to Rimaster's Supplier Code of Conduct available internal on our Quality Management System (QMS) and on our home page. (To be developed during 2024.)

Working Conditions Policy

Qualitative commitments

The human resources are crucial to ensure Rimaster's ability to perform in accordance with our customer's requirements, now and in the future. Therefore, it is important for us to offer our employees fair working conditions which have been developed in collaboration with our employees and their representatives, evaluate the results through employee satisfaction surveys and initiate improvements based on the results.

The following areas are seen as the most important ones when it comes to working conditions:

- Standard working hours for full time employment contract is never to exceed 40 h per week. Atypical and overtime work is performed in accordance with valid collective agreements, as agreed with the local union and with the employee and always respects resting time and the right to disconnect.
- The salary we pay follows the country's collective agreements and is negotiated with the local union through employee representative or directly with the employee on a yearly basis. All atypical and overtime work is reimbursed in accordance with applicable agreements.
- All employees are given vacation time in accordance with the rules and regulations valid in the specific country. Additional leave is allowed in accordance with valid rules and regulations, after management agreement and shall not affect the employee's position negatively.
- Work-life balance is further supported by flexible working hours and arrangements for positions where possible and in accordance with internal and external rules and regulations.
- Social benefits, such as social insurance and care of children, are given as a part of each country's social insurance system which is paid by the company as a part of the total cost for employment. Further, we provide individual health care for all our employees who so wish.
- A two-way communication system where the employees are given the possibility to discuss working conditions directly with the local management.
- Employee satisfaction surveys are conducted twice per year with the purpose to collect the opinions from the employees and initiate corrective actions. All employees are asked to participate and the participation is fully anonymous.