



MICROPOWER GROUP

CODE OF CONDUCT

MICROPOWER GROUP[™]
POWERFUL SOLUTIONS PARTNER



” Micropower is committed to be the first choice for customers in the industry on systems for chargers and Li-Ion batteries.

We are also committed to being a long-term, honest and fair, respected partner in the business and societies we act in.

The DNA of Micropower is to be long-term in everything we do – quality, relationships, product development – or in other words – Sustainable.

This Code of Conduct is putting words on our strong culture and outlining the base of how we in Micropower act and what can be expected from us.

We, the employees of Micropower, have an obligation and responsibility to represent the company and these values, both by letter and spirit, at all time.

And we should be proud doing so - Excellent people, seeking excellence, every day.”

Torbjörn Gustafsson
CEO Micropower Group AB

CODE OF CONDUCT

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WHAT IS THE PURPOSE OF THE CODE?

The purpose of the Micropower Group Code of Conduct is to provide our organization with standards and values so that we do what is right for our customers, business partners, employees, communities and the environment.

The Micropower Group Code of Conduct supports the United Nations Global Compact initiative.



WHO SHOULD FOLLOW THE CODE?

Together with other Group policies and core values, the Micropower Group Code of Conduct forms the foundation for the way we work and applies to all employees and managers.

All employees are expected to act in accordance with the Code of Conduct, Core values, Group Policies and the law.

All managers are accountable for communicating and enforcing the Code of Conduct, Core values and Group Policies within their respective teams.

SPEAK UP

You may come across a situation that doesn't appear to conform with our principles in our Code of Conduct, our policies, or the law. In such a situation, we expect you to bring your concern to the company's attention.

WHO SHOULD I TALK TO?

You can seek help from any of the following:

- Your manager
- A member of Human Resources (HR)

CAN I REPORT ANONYMOUSLY?

Yes, if local laws permit. However, we encourage you to identify yourself when making a complaint. This allows the company to obtain all facts, properly investigate your report and enter into a confidential dialogue with you.

If you identify yourself, your identity will be kept confidential within the company according to our Whistleblowing policy and GDPR.

CORE VALUES



CUSTOMER FOCUS

Our customers are our most important asset. That's why we should always focus on our customers and their needs.

- That goes for all of us.

WASTE

Together we create value for our customers. By working efficiently and keeping things simple, we can eliminate waste in our processes.

This is for the benefit of our customers and ourselves.

QUALITY

Our customers have high expectations of us. That's why we should always focus on quality in everything we do.

- From product development and design to communication and service.

WE

We can only reach our goals through teamwork and cooperation. By always doing that "little extra" for each other we create a great workplace.

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SUSTAINABILITY

Micropower Group promotes sustainable development and strive to achieve Micropower Group's sustainability goals by supporting economic progress, environmental and social development. We are convinced that consistently acting in a sustainable manner – by considering all three of these aspects in our decision-making – will lead to greater long-term value for our company.

We are dedicated to continuous improvement in each of these areas with respect to our products and services by seeking to reduce emissions, decrease the use of hazardous substances, and conserve water and energy in the effort to combat the causes and effects of climate change.

We comply with the environmental laws and regulations in the countries where we do business.



FAIR WORKING TERMS AND CONDITIONS

Working terms and conditions are at the core of employment relationships. Micropower Group strives for a fair, safe and inclusive environment that allows everyone to perform at their best throughout our company and wherever we operate.

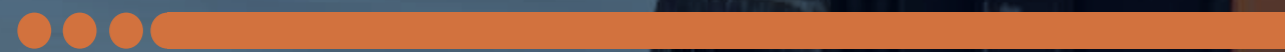
OUR PRINCIPLES

- As a company, we understand our responsibility to our employees and will promote safe and healthy labour practices.
- We have zero tolerance for any form of child, forced, or compulsory labour.
- We will not permit working hours that are not in compliance with national laws and industry standards.
- We will pay wages and provide benefits that are market competitive and consistent with industry standards in the countries in which we operate.
- We recognize and respect our employees' right to freedom of association and collective bargaining.

WHAT THIS MEANS TO YOU

- You have a responsibility to understand your own employment conditions.
- You are entitled to a written employment contract.
- You have the right to appoint worker representatives and form workers' associations or join trade unions of your own choosing.
- You will be treated with respect.

HEALTH AND SAFETY



Health and safety means the provision of leadership, workplace environments and work practices that result in a culture where every person is committed to preventing injury and occupational illness, and where we actively promote psychological and physical health and wellbeing for all our people.

OUR PRINCIPLES

- We integrate both physical and psychological health and safety into every aspect of our daily business and believe a fully embedded health and safety culture is necessary to achieve our sustainable business ambitions.
- We believe that a critical success factor is having proactive and visible health and safety leadership regardless of one's role.
- We recognize, promote and share good health and safety practices throughout our business.

WHAT THIS MEANS TO YOU

- You have a responsibility to understand our Working environment policy.
- You understand the health and safety risks present in your daily work as well as the actions you can take to prevent them.
- You stop work and immediately report any issue to your manager if you believe a task may cause an injury or illness to you or your colleagues.

LEARNING AND CAREER OPPORTUNITIES

The individual performance management process aims to offer conditions that support employees to perform successfully, to assume personal responsibility and to continuously develop their personal and professional competence.

OUR PRINCIPLES

- We offer development opportunities that enable our people to turn their ambition into sustainable development for the individual, the team, and the business.
- Regardless of our location or organization, we all have the right to participate in the individual performance management process.
- All employees should have an individual performance plan with clear goals and development activities.

WHAT THIS MEANS TO YOU

- You are responsible for your own learning and to continuously develop the skills and competencies required to succeed in your daily work. You contribute to the goal-setting process, the performance dialogue and the follow-up process.
- As a manager, you ensure that the business strategy is broken down into Specific, Measurable, Achievable, Relevant and Timebound (SMART) goals that are clear to everyone on the team.
- As a manager, you must review progress and coach employees by requesting and giving feedback.



DIVERSITY AND INCLUSION

Diversity includes personal, cultural and cognitive differences. Inclusion is how we allow all employees to contribute, enhance our daily business and reach their full potential. We believe that the combination of diversity and inclusion leads to innovation, motivation and high performance.

OUR PRINCIPLES

- We believe diversity and inclusion helps to attract, develop and retain talent, generate innovation and help fulfil and exceed customer expectations.
- Working together as a team and utilizing unique competencies and everyone's know-how is crucial to our success.
- We are committed to providing equal opportunities regardless of race, ethnicity, national origin, religion or belief, gender, sexual orientation, gender identity or expression, age, disability, marital or family status, or any other characteristic.
- We do not accept any form of intimidating or disrespectful behaviour, bullying, harassment, unwanted sexual advances or unlawful discrimination.

WHAT THIS MEANS TO YOU

- You always encourage a positive work environment, where everyone is appreciated, respected and valued for their differences and you stimulate a culture of inclusion.
- You are open-minded, promote team spirit, encourage new ideas and learn from others.

COMPANY ASSETS

Assets can be tangible or intangible. Examples of tangible assets are real estate, raw materials, products, machines or personal equipment, including our computers and other mobile devices that store important and confidential company information and personal data of our employees and stakeholders.

Examples of intangible assets are brands, patents, trademarks, know-how, trade secrets, copyrights, goodwill and information.

Information includes all types of data that our staff create, develop, receive, or have access to as a result of their work at Micropower, such as information about the company, products, customers or prospective customers.



Fraud includes any intentional or deliberate act to deprive the company of property or money by deception or other unfair means. Theft occurs when property belonging to the company is taken without the required approval.

OUR PRINCIPLES

- We are mindful and protect our company's assets from damage, loss and criminal acts, as they are vital to our business.
- We respect the information received within the company.
- We only use assets for business purposes unless otherwise authorized by appropriate management.
- We never use company assets for personal gain or for illegal activities.

WHAT THIS MEANS TO YOU

- You have a responsibility to use appropriate means to safeguard our company's assets from loss, theft, damage and/or misuse.
- You use our brand, patents, trademarks, know-how, and copyrights responsibly and as instructed.
- You do not use our company's computers, phones or IT systems to view materials that are inappropriate, illegal, sexually explicit, or otherwise offensive.
- You don't comment on information received within the company, outside the company in speech, social media or any other media.

QUALITY AND CONTINUOUS IMPROVEMENTS

Our quality and continuous improvement culture is based on our attitude and commitment to meet or exceed customer expectations and to continually develop and improve all aspects of our operations, every hour and every day.

OUR PRINCIPLES

- Our efforts and activities are driven by continuous improvements and an understanding of our customers and their business needs.
- We are committed to providing our customers with sustainable products and services that meet or exceed their expectations.
- Continuous developments and improvements are the cornerstones for meeting our sustainability targets.

WHAT THIS MEANS TO YOU

- With your attitude and mindset, you continuously strive to meet or exceed requirements and improve your processes.
- You have a responsibility to understand our quality principles, objectives and key performance indicators (KPIs), and you clearly support our business needs and strengthen our customer focus.
- You are proactive in learning and improving every day and sharing what you learn.

SUPPLIERS

Suppliers are all companies that deliver goods or services to Micropower Group. These may be tangible goods, such as materials, components or machines, or intangible goods such as software, drawings, intellectual property, or know-how. Services may, for example, include assembly, cleaning, security, consulting, sales, or engineering.



OUR PRINCIPLES

- We cooperate and expect the same level of integrity, honesty and ethical behaviour from our suppliers that they can expect from us.
- We partner with suppliers with whom we can build mutually beneficial relationships.
- We are committed to the fundamental principles on human rights, labor rights, the environment and the fight against corruption throughout our operations, which also includes our suppliers.

WHAT THIS MEANS TO YOU

- As an employee in procurement you have the responsibility to ensure that compliance with the Supplier Code of Conduct is always part of the contractual agreement with suppliers.
- If you are aware of any non-compliance with our Supplier Code of Conduct, contact your manager.

BRIBERY AND CORRUPTION

Bribery is the offering, giving, receiving, or soliciting of something of value for the purpose of influencing the action of an official or private company in the discharge of their duties. Corruption means abuse of entrusted power for private gain, which could include conflicts of interest, embezzlement, kickbacks, extortion, or nepotism/cronyism



OUR PRINCIPLES

- We are committed to conducting business with high integrity and we have zero tolerance for all forms of bribery and corruption.
- We do not directly, or indirectly through third-parties acting on our behalf, pay or offer to pay bribes.
- We do not offer or accept gifts that will improperly influence our business decisions or those of our partners.
- We always make business decisions in the best interest of our company.
- We are committed to and comply with all anti-money laundering legislation, including reporting obligations.

WHAT THIS MEANS TO YOU

- You should never offer, promise, or authorize a payment or the giving of anything of value to anyone in order to obtain an improper business advantage.
- You should be suspicious of any request to make a payment to a person who is not related to the transaction being discussed — or a request that payments be made in another country or to a third party.

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