



Business Policy

To meet our customers' requirements and to have continued customer confidence, we have established guidelines for our operations. These guidelines are based on a foundation where we integrate high quality, environmental responsibility and a safe, healthy and pleasant work environment:

- We shall offer our customers turning and pressing details as well as fastening elements with a high degree of quality and environmental profile at competitive prices. Whenever possible, we use local manufacturers, preferably our own subsidiaries.
- Compliance with current legislation is a given guideline. Additionally, we shall - whenever possible - meet other requirements from customers and other stakeholders.
- All employees shall be involved in quality, environmental and occupational health and safety efforts.
- We shall take advantage of our experience and strive for continuous improvement of the management system.
- We shall only offer products free from conflict minerals.

Quality:

"The right quality" at the "right time":

We strive to always deliver the right quality at the right time. We have established concrete goals and measurable KPIs as tools for monitoring and evaluating the status.

"Zero errors":

We will strive towards zero errors through documented procedures, measurable indicators and through developed supplier contacts.

High level of service and product range:

We shall offer a wide range of products and a service level which customers will perceive as the best on the market.

Customer satisfaction:

We maintain a high level of customer satisfaction through regular dialogue and follow-ups.

Systematic management system:

Our management system shall result in a cost-effective company which ensures that our products are competitive in terms of price and that our products comply with the customer's requirements and expectations.

Environment:

Environmental sustainability:

We participate in our customers' efforts to design products with less environmental impact. In practice, this means that we strive towards products with less or none content of lead.

Waste management and recycling:

Our operations include structured and responsible waste management where source sorting and recycling are a natural part of our daily work. Through effective routines, we ensure that waste is handled

in an environmentally responsible manner.

Reduce environmental impact:

We will prevent environmental pollution and strive to avoid emissions to air, water and soil. Swemix is powered by renewable, green electricity and we are continuously working to streamline our energy use. We monitor our energy consumption and transport. Where it is economically justifiable, we should choose a more environmentally friendly alternative.

Work environment:

Creativity and development:

We shall have a work organization that encourages creativity and opportunities for development. Our monthly meetings contain valuable information and invite dialogue on improving the work environment. Our staff shall feel free to express their thoughts and discuss their tasks.

Sustainable work environment:

Our work environment shall be as good so that everyone can work until retirement. In our workplace, everyone shall be treated with respect. We do not tolerate offensive treatment, bullying or discrimination. Although the work can sometimes involve stress, the tasks and working conditions shall never cause long-term physical or mental illness. Swemix is committed to systematically eliminating hazards and reducing occupational risks, actively collaborating with safety representatives to ensure a safe and sustainable work environment for everyone who works at our workplace, external parties as well as our own staff. Swemix is connected to the occupational health service to provide professional support in work environment efforts.

Compliance with the law and responsibility:

Everyone at Swemix must comply with the laws and other requirements that apply to our work environment. Each employee is expected to actively point out any shortcomings that are discovered, so that they can be corrected as quickly as possible.

Changes and adaptation:

When we implement changes in our operations, we shall strive to maintain or improve the work environment.

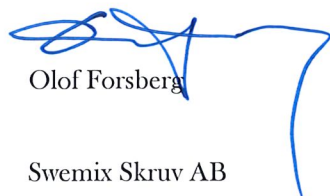
Training and communication:

All staff shall continuously receive the information and training required for their work and work environment. Development discussions are held regularly to understand and support employee well-being and development.

Swemix is constantly working to improve quality, environmental efforts and the work environment through;

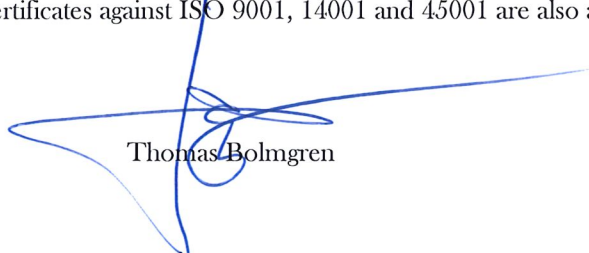
- Regular safety rounds and annual follow-ups.
- Follow-up and analysis of deviations, complaints, incidents, accidents and stakeholders feedback.
- Risk analyses to identify potential risks and ensure that preventive measures are taken.
- Goals and initiatives are followed up with the help of internal and external audits, quality controls and regular meetings where key performance indicators are reviewed.

Our policy is presented in our operations manual, on our website and on noticeboards at the company. We shall inform everyone who works for or on behalf of Swemix of our policy. The policy, as well as our environmental aspects and certificates against ISO 9001, 14001 and 45001 are also available to the public if requested.



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