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## Code of Conduct & Ethics for SBA Interior Ltd

At SBA Interior Ltd we consider sustainability to be an integral part of all activities and decision making, and as such, are committed to implement our own sustainable practices whilst sharing these principles with business partners to help foster a wider value chain set of ethics.

This SBA Code of Conduct & Ethics is a declaration of commitment to fulfil our responsibility:

• **Human Rights:** We will not engage in or be complicit in the use of any form of forced or illegal labor. We will not tolerate discrimination of any kind. We have routines (Whistleblower System) for how to bring up issues and complaints regarding human rights and business ethics related aspects. This means that:

- We treat all employees fairly and with dignity and respect.
- We do not distinguish between our employees on the basis of religion, gender, age, disability, sexual orientation, nationality, political opinion, social background or ethnic origin.
- We support and promote diversity.
- We do not tolerate harassment, threats or discrimination.
- We follow applicable legal requirements relating to human rights.
- We identify, prevent and address actual, or potential, human rights impacts.

• **Fairness in business:** We will be direct, honest, transparent and fair in all our business dealings.

• **Responsibility:** We take full responsibility for our actions and performance, and for meeting our stakeholders' expectations.

• **Excellence and constant improvement:** We strive to be the best, and encourage everyone who works with us – customers, suppliers and all other business partners – to pursue excellence as well. We will be open and responsive to constructive criticism and suggestions for improvement.

• **Commitment to safety:** We are committed to protecting the health and safety of workers and all the people who play a part in our operations.

• **Commitment to the environment:** We will conduct our business with respect and care for the local and global environment, and systematically manage risks to drive sustainable business growth. We will seek to continuously improve the environmental performance of our products and operations.

This Code of Conduct & Ethics defines the basic requirements placed on SBA Interior Ltd. SBA reserves the right to change the requirements of this Code of Conduct & Ethics. In such a case, SBA Interior Ltd expects the supplier to accept such reasonable changes.

## Our Values

### Safety

Safety is our number one priority. We are committed to the safety of our employees, subcontractors and customers we work among each day. SBA manufactures fire safe products that meet all statutory safety requirements.

### Commitment

An integral part of SBA's values is commitment to our customers' success by providing the best quality products and services and on time deliveries.

### Customer Oriented

We are customer oriented and believe in long-term relationships with our customers and partners.

### Flexibility

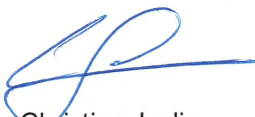
SBA is a flexible supplier. Our products are tailor-made for each specific project.

### Know-how

With our modern machinery, our long and solid experience, and our extensive knowledge we can guarantee high quality and great service.

### Efficiency

SBA stands for energy-efficient products and solutions of steel. We strive to achieve the best possible result by optimizing the use of materials and minimizing the amount of recycled waste materials, by maintaining relevant policies and procedures while supporting and continuously developing our quality workforce.

A handwritten signature in blue ink, appearing to read 'C. Juslin'.

Christian Juslin

CEO

SBA Interior Ltd