

# CODE OF CONDUCT

## Introduction

KPLN Design AB and – via [www.lekplatsgrossisten.se](http://www.lekplatsgrossisten.se) - is a complete supplier of park and playground equipment. We offer everything from idea to ready for play. Our own products are designed for everyone to participate in the social community, we call it "Accessibility for EVERYONE through innovative design".

This Code of Conduct applies to KPLN Design AB's (below KPLN Design) operations and employees, regardless of location. The Code of Conduct is based on the UN Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

The Code of Conduct defines our main principles and cannot cover all possible situations. It is intended to provide guidelines for employees on how to act with integrity and judgment in all situations.

We set the same standard for our business partners as for ourselves. Therefore, we will work proactively to ensure that the requirements are also implemented by our partners. KPLN Design has decided to only use European based suppliers.

Compliance with the requirements is primarily based on trust and transparency. However, at request of KPLN Design, the supplier shall be able to provide evidence of compliance.

KPLN Design's management is responsible for ensuring implementation and compliance with the Code of Conduct and for obtaining information and taking actions when and if non-compliance occur.

## Legal compliance

KPLN Design must comply with existing applicable laws, rules and regulations in the countries where operations take place. If there are differences between the provisions of the Code of Conduct and national legislation, the tougher requirement applies. The scope of this Code of Conduct may go beyond national legislation.

## Social Responsibility

### *Human rights*

Fundamental human rights shall be known, respected and apply equally to all employees.

### *Child labour*

KPLN Design shall comply with the UN Convention on the Rights of the Child and ILO Conventions 138 and 182.

### *Forced labour*

Forced labour, penal work, wage slavery or other involuntary work must not occur. All work shall be voluntary, and the worker shall have the right to leave his or her work after a reasonable period of notice.

### *Employment contract*

All employees shall have an individually written employment contract, written in the domestic language, clearly stating the terms of employment.

### *Salary and working hours*

All employees shall be getting paid at least the statutory minimum wage, usual industry salary or salary according to collective agreements. The alternative that gives the employee the highest salary applies. Working hours and the number of overtime hours shall comply with applicable national and international laws and industry standards.

## *Freedom of association and the right to collective bargaining*

All employees have the right to freedom of association and to participate in collective negotiations without risk of reprisals.

## *Anti-discrimination*

No discrimination based on nationality, skin colour, pregnancy, religion, caste, ethnicity, gender, age, marital status, sexual orientation, illness, disability or trade union and political affiliation may occur in connection with recruitment, remuneration, promotion, allocation of tasks, skills development or dismissal.

## *Harassment*

We accept no form of harassment, abuse, or threat in the business.

## *A healthy and safe working environment*

A healthy and safe working environment shall be ensured for all employees, which means that the worker shall be guaranteed a workplace free of/ or protected from conditions that may pose a danger to the physical and/or mental health of the worker. KPLN Design shall regularly monitor and follow up the working environment conditions in its facilities and take appropriate corrective actions if necessary.

## Environmental Responsibility

KPLN Design shall work actively and proactively to reducing the overall environmental impact of its operations and products from a life cycle perspective.

KPLN Design shall have procedures in place to identify, measure and follow up its environmental impact in order to continuously improve its environmental performance from a purchasing, manufacturing, transport and recycling perspective.

KPLN Design shall support the precautionary principle regarding environmental risks related to the business.

## Business Ethic Responsibility

KPLN Design has zero tolerance to all forms of unethical business behavior. KPNL Design must not tolerate or engage in bribery, corruption and/or other unethical and corrupt business practices in accordance with international and national law, as well as current established business practices and good business practices.

KPLN Design must comply with applicable tax legislation and guidelines nationally and internationally.

KPLN Design is expected to promote and support fair competition and an open market.

Marketing and sales of products and services shall be carried out in a business ethically correct manner, based on its quality, performance, price, service level and other relevant factors.

## Follow-Up, Nonconformity Management and Termination

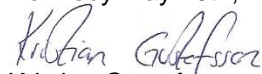
KPLN Design employees are encouraged to report behavior that they have reason to believe is in contrary with applicable laws and/or KPLN Design's Code of Conduct to their manager.

If the immediate manager is involved in the situation or otherwise has conflicting interests, the situation shall be reported to the manager's immediate superior or top management.

Reporting must never lead to negative consequences for the employee who reports the nonconformity.

KPLN Design's managers and top management must address, investigate, and satisfactorily resolve all reported complaints.

Ronneby May 20th, 2021



Kristian Gustafsson  
CEO