

# SOLLEX

## **Sollex Ethical Policy**

Our organization is committed to the highest standards of ethical conduct in all our activities. We act with honesty, integrity, and transparency in our relationships with employees, customers, partners, and the wider community. All business decisions must be made fairly, responsibly, and in compliance with applicable laws and regulations.

We respect human rights and are committed to providing a workplace free from discrimination, harassment, and exploitation. Equal opportunity, mutual respect, and diversity are valued, and unethical behavior such as bribery, corruption, or conflicts of interest will not be tolerated. Employees are expected to report concerns in good faith, and all reports will be handled confidentially and without retaliation.

Malmö, 2026-01-20

Johan Falk, CEO Sollex AB