

Code of conduct

General

The Code of Conduct is our way of ensuring that we conduct business in an ethical and compliant way. The code applies to everyone within Lidhs Tooling AB. Lidhs Tooling AB shall comply with all relevant laws and regulations as a minimum level in all of the countries in which we operate. All employees are required to be aware of, and conduct their activities in accordance with this code and all supporting policies, directives and guidelines.

Lidhs Tooling AB expects that our suppliers and business partners should be governed by the same or similar principles as in this Code of Conduct.

Humanitarian policy

Our employees are our most valuable resource. It is the responsibility of Lidhs Tooling AB to ensure that we provide a sustainable working environment with fair terms of employment.

Human rights and labour rights

Lidhs Tooling AB shall respect and work according to internationally proclaimed human rights and ensure that the company does not abuse any part of the human rights principles.

Lidhs Tooling AB shall comply with any applicable laws, agreements and regulations relating to employment, working conditions and compensation, such as social insurances, salary and overtime payment, working hours and the right to leisure time.

Non-discrimination and equal opportunities

Lidhs Tooling AB respects and values the diversity in background, experiences and attitudes.

Lidhs Tooling AB wants all employees to have equal opportunities based on competence, experience and performance without regard to gender, race, ethnicity, religion, age, disability, sexualorientation, nationality, political opinion, union affiliation and other characteristics protected by applicable law.

All employees shall treat one another with respect, dignity and common courtesy.

Health and safety have the highest priority in all our operations

Lidhs Tooling AB shall offer and maintain a safe and sound working environment that meets or exceeds current standards and legislation. Safety must always be the most important factor in decisions.

Drugs, alcohol and tobacco

Lidhs Tooling AB does not accept any form of abuse, usage and possession of illegal or unauthorised drugs. It is forbidden to be at workplace or perform work when you are under the influence of alcohol or illegal drugs. Alcohol in connection with office parties, business trips and representation shall be used with restraint.

Anti-corruption policy

Lidhs Tooling AB is against all forms of bribery and corruption. It is our policy to comply with applicable laws, rules and regulations governing anti-bribery and corruption laws in all countries where we operate. We expect all our employees to make decisions based on the best for Lidhs Tooling AB and not personal interests.

Employees shall not, in order to obtain or retain business or otherwise gain an undue advantage, offer, authorise, pay or receive bribes, or provide or request anything of value under any circumstances.

Conflict of interest policy

The employees of Lidhs Tooling AB shall avoid situations where their personal activities and interests conflict or appear to conflict with the best interest of the company.

Responsibility

It is our common responsibility to follow the Code of Conduct consistently and appropriately and help others, both internally as well as globally, to do so.