

Code of Conduct for Pickering Interfaces AB

- We keep our promises, against customers, against the company, against suppliers and against each other.
- We work transparent against our suppliers as well as our customers and within the company.
- We are all equally responsible to deliver good results, to do so we need to make decisions and to be brave in our work.
- The out most important thing is that we are all equally responsible for our own wellbeing, as well as our colleague's wellbeing.
- We aim to lead our business with firm trustworthiness and standing for reasonable managing and moral conduct, ethical behavior is characterizing of our corporate culture.
- Everyone in the company bears duty regarding sustaining the ethical human corporate culture of Pickering Interfaces
- Everyone is equally important and respected in the company
- We are all equally responsible for maintaining Pickering Interfaces quality against customers.
- Pickering Interfaces AB's main environmental goal is to reduce it's CO2 release.
- We are actively working to produce and retail products that support renewable technology.
- Products supplied in the "Pickering family" is based on long term usage. We also plan for the products environmental impact in the product's entire life circle.
- Pickering AB's environmetal work is characterized by a holistic approach that includes the earths resorsers as well as the human resorces.
- The company is going to be prone to change and follow the most recent science in the environmental field. And work actively to assimilate towards a more sustainable environment using the latest technique.
- Our processes do produce some waste and when workable we reuse the garbage if not, we recycle the garbage.
- Pickering AB should follow the environmental laws and guidelines in Sweden as well as in the EU.
- We are certified by ISO 9001 – see more at [pickeringtest.com – accreditations/certifications](https://pickeringtest.com/accreditations/certifications)
- Our products are RoHS Compliant - see more at [pickeringtest.com – accreditations/certifications](https://pickeringtest.com/accreditations/certifications)

- We work actively to use conflict free minerals - see more at pickeringtest.com – accreditations/certifications
- Pickering Interfaces are going to sell test equipment with the highest quality.
- Our products and services should always be professional and if we don't support the customers wish we are happy to help the customer to find the best test solutions for them even if we don't sell it ourselves.
- All our suppliers are state of the art. We expect them to develop their businesses to support our goals and to keep up with our ethical conduct.

Corporate social responsibility, CSR for us and Suppliers

Pickering Interfaces AB is committed to conducting business honestly and fairly and in compliance with all laws and regulations. Our CSR values also has a strong commitment to sustainability, promoted through a positive impact on the environment, society and economy in which we operate. This also sets out CSR's expectations of our Suppliers.

We expect Suppliers to drive these expectations throughout their own supply chains.

Our expectations

Suppliers must comply with local, national and international laws and regulations that apply, and we expect Suppliers to adhere to the following standards:

Fair operating practices - we will only conduct business by lawful and ethical means, including respect of payment terms, equal access to business opportunities for all suppliers, fair contractual terms, respect of property rights, prevention of fraud, corruption and conflicts of interest. We expect the same behaviour from our Suppliers. Suppliers are expected to avoid any situations involving divided loyalty or a conflict.

Workplace health and safety - we expect Suppliers to provide a safe and healthy workplace for their employees and contractors, and to have documented health and safety policies and procedures in place, together with appropriate safety equipment.

Environment - Our goal is to protect the environment in which it operates by minimising the impact of our activities, and we expect Suppliers to do the same. Suppliers must manage their environmental impacts, as well as their resilience to weather and climate change, and have documented environmental policies and procedures in place. All hazards and incidents relevant to CSR operations and supply chains must be reported.

Human rights – We are committed to upholding human rights! We expect our Suppliers to identify any potential or actual adverse impacts their operations may have on human rights and to implement prevention, mitigation and remediation processes. Suppliers should maintain a complete set of records to trace the supply chain of all goods and services provided.

Diversity and inclusion – We are committed to providing an inclusive and

diverse workplace where people are treated fairly and equitably, with respect and free from discrimination, harassment, bullying or victimisation. We have the same expectation of our partners. Suppliers should commit to employing and developing a diverse and inclusive workforce including gender equity to a level of at least the industry average on overall gender ratios.

Monitoring

Compliance with this will be used as part of our Supplier evaluation, selection and contract management process. In addition, we may set sustainability requirements that are specific to a product or service and require Suppliers to provide detailed information about how they meet these requirements in their operations and extended supply chains.

Corrective Action/Support/Termination

All new and existing Suppliers are required to comply with our Code Of Conduct and CSR and demonstrate their commitment to doing so.

When/If a Supplier does not meet our requirements, corrective action plans shall be established, and progress will be monitored. We will terminate the relationship with Suppliers that knowingly violate this Code!

Reporting grievances or breaches of the Code

If Suppliers have any concerns about compliance with our Code Of Conduct and CSR, they are encouraged to raise the matter directly with us.

I additions for not in text mentioned above do we comply with following rights and company statements as below:

European Union Agency for fundamental rights: Article 32 - Prohibition of child labour and protection of young people at work. The employment of children is prohibited. The minimum age of admission to employment may not be lower than the minimum school-leaving age, without prejudice to such rules as may be more favourable to young people and except for limited derogations. Young people admitted to work must have working conditions appropriate to their age and be protected against economic exploitation and any work likely to harm their safety, health or physical, mental, moral or social development or to interfere with their education.

Global Compact on Refugees- United Nations High Commissioner for Refugees which affirms the global compact on refugees. The importance of the global compact on refugees as a representation of political will and the ambition to operationalize the principle of burden- and responsibility to mobilize the international community as a whole, and to galvanize action for an improved response to refugee situations.

Correct salaries and benefits- All employees at the company have contractually agreed minimum salaries. All benefits offered by the company are declared in accordance with Swedish law.

Working hours- We follow the Swedish Working Hour act that regulates our working hours including any overtime and rest periods that we have such as work pauses, coffee/tea breaks, daily and weekly rest periods.

Universal Declaration of Human Rights (UDHR)- For us it is natural to support and comply with UDHR.

Ethical recruitment- In all recruitment's we treat all people the same. No matter of origin, gender or religion. When we recruit people, we purely recruit on competence. We follow the rights according to the Act on National Minorities and Minority Languages (2009:724) concerning national minorities, national minority languages, administrative areas and the right to use minority languages in dealings with administrative authorities and courts as well as provisions concerning elderly care. We together, management and employees shall prevent discrimination and promote greater equality.

The Constitution of Sweden, Article 11- We follow and comply with article 11 in the Swedish constitution stating that everyone has the right to freedom of peaceful assembly and to freedom of association with others, including the right to form and to join trade unions for the protection of his interests.

Non-discrimination- Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited. Within the scope of application of the Treaty establishing the European Community and of the Treaty on European Union, and without prejudice to the special provisions of those treaties, any discrimination on grounds of nationality shall be prohibited. We also firmly states and comply gender equality meaning that women and men have to have the same opportunities, rights and obligations. This implies, among other things, that women and men have to have equal amounts of power, equal opportunities to go to school, and that they have to share the responsibility for their home and their children.

Whistleblower- The company is prone to react on the employees concerns regarding the work environment, working hours, corporate leadership and other aspects of the company that regards to the employee's wellbeing. If the employee has any concerns, we first encourage the employee to reach out to the nearest supervisor. If the employee feels the need for outside support, we truly encourage the employee to reach out to the local union representative. An employee that comes to the company with concerns either via its nearest supervisor or the union representative will never be punished in any way.

Safety Issues - All employees are expected to follow the safety rules that are established

- Keys are stored safely and possibly loss is immediately notified to the CEO.
- Documents – and equipment must be handled with due care. Pickering Interfaces complies with GDPR legislation in all handling of personal data
- We use well established programs and software licences for the company accounting and CRM "Client Management System". Our redundant cloud servers ensure no data are lost.
- Consider confidentiality in everything you do as an employee. Do not disclose information to unauthorized persons and do not leave any documents with personal or other information in front of you.
- Software for personal computers must not be copied to Pickering Interface's computers without first being checked with anti-virus software.
- If theft occurs, report the incident to the police immediately and make a list of lost property.

Intellectual property rights- Anticorruption

- We as a company as well as our partners/suppliers follow an intellectual property right for its intellectual property (IP).
- Our partners also need to prove that there is no components, codes or others in their offerings that conflict with these rights.
- Above referring to Copyrights, Patents, Trademark protections and design protections.
- We operate in accordance with EU anti-corruption framework. TFEU, Treaty on the Functioning of the European Union.
- We as a company act according to European Antitrust policy, article 101 that prohibits agreements between two or more independent market operators, which restrict competition. Our partners/suppliers do also need to apply to this treaty!
- In the same manner we and our approved partners strictly prohibit any counterfeited (förfälskade) parts in products we sell / provide to the market.

Control of export in respect of sanctions – We claim end user statements from our customers when needed. The claim could come from our company internally or from one of our suppliers via us to the customer. We also follow EU's Common Foreign and Security Policy and their objectives and values. We follow decisions on sanctions taken by the Council of the European Union by unanimity.

Environmental Policy - Pickering Interfaces AB's main environmental goal is to reduce its CO2 release and in accordance with below statements.

- We are actively working to produce and retail products that support renewable technology. We aim as long as possible to run our operations and engage our partners in the same way ensuring we do not violate the usage of land use, deforestation or create noise (sound) that could jeopardize biodiversity.
- Products supplied in the "Pickering family" is based on long term usage. We also plan for the products environmental impact in the product's entire life cycle.
- Pickering AB's environmental work is characterized by a holistic approach that includes the earth's resources as well as the human resources and efficient usage of energy. Not use of any chemical agents if necessary.
- The company is going to be prone to change and follow the most recent science in the environmental field. And work actively to assimilate towards a more sustainable environment using the latest technique. Usage of electricity in place of fossil energy resources. Ensuring we protect the air quality and living species (human and animals).

- Our processes do produce some waste and when workable we reuse the garbage if not, we recycle the garbage. In the same manner we operate our business in a manner without put unnecessary usage of water.
- Pickering AB should follow the environmental laws and guidelines in Sweden as well as in the EU.
- We are certified by ISO 9001 – see more at pickeringtest.com – accreditations/certifications
- Our products are RoHS Compliant - see more at pickeringtest.com – accreditations/certifications.
- We comply with REACH (EC) 1907/2006 is a European Union regulation that affects the supply and use of substances.
- We work actively to use conflict free minerals - see more at pickeringtest.com – accreditations/certifications

Our Vision is to Develop Pickering towards a more sustainable world

These guidelines combined creates the essence of our Corporate Culture

We call it: ***Human Technology***

Signed By Supplier: date, company, name, titel:

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