



Human Rights Policy Boxon Group AB

Boxon declaration

Boxon is committed to respecting human rights for all employees and all people directly affected by our business activities. We share the values based on UN and International Labour Organization Conventions, which are summarized in the International Standard SA8000 by Social Accountability International. It is our responsibility to ensure these fundamental rights in our day-to-day business.

Working safety

Boxons overall goal is to achieve a good working environment and prevent accidents and make sure our employees are feeling well.

We strive to create meaningful and innovative jobs where our employees have a big influence. Job satisfaction is important for a good working environment and the goal is to create a pleasant work environment where all employees develop.

In the case of using drugs and alcohol – no work is not allowed by any means and any medication taken, as directed by medical professionals, must be reported to the direct manager or HR in cases where they may affect the work. Our position regarding drugs is that all our employees completely refrain from using this in both working hours and free time.

In case of harassment and abuse, we have zero tolerance and do not allow this, and we work actively to counteract this in all possible ways.

Equality

Boxon is a Company with equal opportunity for all, regardless of for example sex, ethnic background, and religion.

Positions should be assigned after competence and further development must be demand-related and support/promote Boxons competitiveness.

Salaries to be based on our values and performance as well as collective agreements with labor unions. Boxon strives to facilitate both women and men to combine work and parenting.

The responsibility of all employees

- Respect and accept each other and each other's differences
- Make sure you include all colleagues
- Don't accept any kind of bad treatment or not following our policies
- Pay attention to any discrimination/harassment/abuse or not following our policies



Employees are encouraged to notify your manager or senior management if any of our policies are not followed.

The managers responsibility

- Prevent and pay attention to discrimination and bad behaviour
- Listen and talk to employee regarding our policies
- Make sure you handle cases of discrimination/harassment/abuse with confidentiality
- Act and handle all matters regarding not following our policies promptly
- If disciplinary actions are needed make sure we follow all rules and regulations and consult with HR department before taking actions.

Managers are encouraged to notify your manager or HR if support is required.

Responsibility and authority

The CEO and the HR Director is responsible for that all Human right issues being managed and decided by senior management. Boxon has a delegated staff responsibility, which means that the managers are responsible for their employees. It is the responsibility of each manager to be fully informed about Company policies we as a company stand for.

Enforcement and validity of Human rights policy

This policy has been reviewed and approved by the CEO. It has been communicated and made available to all employees. The policy is valid until further notice and will be reviewed regularly.