

navitech[®]

Code of conduct

Code of conduct – rules for Navitech AB

In order for Navitech to continue to be a reliable supplier with satisfied customers, it is required that we all work in accordance with our values and goals and that our relationships are based on mutual respect and trust.

In order to achieve our goals and maintain the trust of our customers and suppliers, we and they must comply with existing laws and regulations.

We need to make demands on our suppliers and customers, and we must of course start with ourselves. We must ensure that our organization works in a wise, ethical and compliant manner and we want to highlight how important these issues are to us with this Code of Conduct.

Everyone in Navitech must comply with this code, including employees, the board of directors and management. We also communicate our code to our business partners at all levels and expect them to comply with it.

As employees at Navitech, we all have both our own and a shared responsibility to follow the Code of conduct and make it a part of our daily work. Together we are what create the business and we will work together to ensure that we continue to earn the trust of those around us.

Our Code of Conduct is based on our core values, the UN Global Compact's 10 principles on human rights and the UN's global sustainability goals.



Niclas Jonsson

CEO & owner

Vrigstad 2023

Our values and the UN Global compact

In the UN Global Compact, we find 10 principles that concern the following areas:

Human rights

Labour law

Environment

Anti-corruption

And it is of course important for Navitech to work according to these principles.

In addition to these principles, our Code of Conduct is also based on Swedish and international laws, regulations, the UN's Sustainable Development Goals and, in particular, the company's expectations of its employees, suppliers and customers.

Constant development

Keeping up with the changes in the world and, in some cases, driving them is essential in our industry. We encourage innovation and new thinking in all parts of the organization.

Responsibility

People grow with responsibility. We believe in maximizing the distribution of personal responsibility to turn traditional hierarchies upside down. With responsibility comes engagement.

Growth

We need to grow to create space for our employees. But the growth should be controlled and profitable. Only then can we make a difference.

Greenhouse for people

We offer a variety of development paths for our employees. We achieve success by attracting the best people and unleashing their inherent potential.

Global playing field

The industry is global, and therefore, it is natural for us to operate in a global market. We have all the prerequisites to become a global challenger in creating a fossil-free industry.

Our Code of Conduct will not give you the answer to how you should act in every situation, but it can give you guidance and you should always stop and think about:

Is this legal?

Is this good or bad for Navitech?

Is this something I can stand for?

Navitech & Business

BUSINESS PRINCIPLES

We will act as a reliable and responsible organization that lives up to its commitments and delivers safe and quality services. We believe in long-term and sustainable relationships with our business partners.

We inform our stakeholders about our Code of Conduct as a natural part of our relationship.



LAWS AND REGULATIONS

We always comply with the laws and regulations that apply in the place where we have operations or business relationships. We comply with and respect all agreements, competition rules, labour market rules and environmental laws and other regulations that affect our business

TRANSPARENCY AND CONFIDENTIALITY

Navitech wants to have an open dialogue with our business partners within the framework of the preservation of trade secrets. We shall treat all information within our relationships as confidential and never share information with third parties.

NEUTRALITY

With regard to political parties and candidates, Navitech shall always remain neutral. The name or financial means of the company must never be used to promote political interests.

ANTI CORRUPTION

Our business shall always be free from corruption and be done with partners who can demonstrate transparency in their ranks. There may be no bribes or benefits in connection with business. All situations where a conflict of interest or personal conflict of interest may arise must be immediately notified to the manager.

Human rights

We respect and comply with the UN's principles on human rights and require all our suppliers, customers and other stakeholders to do the same.

DIVERSITY AND EQUALITY

Navitech AB recruits and provides employees with equal opportunities and treatment regardless of gender, marital status, ethnic or national affiliation, sexual orientation, transgender identity, race, religion, political opinion, age or disability.



Working conditions

We do not, under any circumstances, tolerate child labour or work carried out by coercion or the threat of violence. Not at Navitech and not at any of our business partners or their subcontractors.

Navitech has a functioning systematic work environment management that ensures that working conditions are good. We comply with applicable legislation regarding contracts, working hours, minimum age, rest and remuneration.

All workplaces shall, as far as possible, be secured from risks and designed so that no employees or others involved in our operations can be injured at work. All employees always have the right to stop work if there is a risk of injury.

Environment

Navitech has an established environmental work. We are committed to the continuous development and improvement of our environmental work, which is based on the idea of sustainable development.

Our business concept is based on enabling the creation of a cleaner future without fossil emissions.

We comply with all relevant and current legislation and strive to be at the forefront of development in order to utilize new knowledge in the field as soon as possible and make it available to our stakeholders.

We work in accordance with the Environmental Code and international rules and the principle of caution and consideration.



Compliance

Just as compliance with regulations is vital for our planet and its future, compliance with our Code of Conduct is vital for our organization. This is important for us to continue to have the trust of our partners and to be able to continue to create business in a correct and ethical way with good results.

We require our employees, suppliers, customers and other stakeholders to read the Code and comply with the regulations that exist.

It is very important that we employees act in accordance with the Code in all situations and promptly report if we notice something that does not seem to be right or that directly violates the above regulations. The sooner problems come to the surface, the smaller the consequences.

