

Company name Eways AB	Name of document Code of Conduct for Eways	
	Date 2022-09-01	Version 1.1
	Confirmed by Niclas Sahlgren	

The Code of Conduct describes Eways' values and how we work to comply with social, environmental, economic and ethical rules.

Eways was founded in 2015 on the conviction that we must quickly transform society from driving unhealthy and environmentally hazardous fossil fuel cars to using better alternatives. Today, people get ill and die from air pollution, and greenhouse gas emissions from fossil fuel cars are strong contributors to global warming which threatens our societies and future generations. Eways is committed to a sustainable society and our vision is for future generations to be fossil free. We have linked our work to the UN's global sustainability goals in Agenda 2030 and the ten principles of the UN Global Compact.

Eways' guiding principles; Competent, Fast, Flexible, Innovative and Helpful, will permeate all operations. We shall comply with laws and other applicable requirements and obligations, as well as agreements entered into, at all levels and in all countries in which we operate. In our interaction with various partners, we want to contribute to the compliance with the objectives of the Code of Conduct throughout the supply chain. We therefore expect our suppliers, whether they are public authorities, public organisations or subcontractors, to accept the same responsibilities as we do.

Corruption and Competition Law

When we deal with customers, suppliers, authorities and public organisations, we keep Eways' interests and our private interests strictly separate. Decisions on actions and purchases must not be influenced by matters that are not directly related to the business. Every employee shall comply with anti-corruption legislation. This means that it is forbidden for management, directors and employees to demand, offer, give or receive benefits, in order to influence the business relationship. This also applies to suppliers' employees, relatives, public officials or any other third party. Examples of benefits are gifts, payments, invitations and favours.

The general prohibition does not apply to gifts and entertainment that are within the scope of normal business practice, convention and courtesy.

Eways avoids any form of collusion with competitors, and other behaviour aimed at influencing prices or conditions, or inhibiting open competition.

Human Rights and Fair Treatment

Eways respects and shall comply with all applicable human rights and labour laws in the country in which we operate.

Discrimination

Eways treats all employees with respect and dignity, both in the workplace and in employment and working practices. We have taken a stand against all forms of discrimination on the grounds of gender, gender identity or expression, ethnicity, religion or belief, disability, sexual orientation and age.

Wages and Working Time

Employees of Eways must have written information about their terms of employment, salaries and how they are paid. We comply with applicable regulations regarding wages and working conditions.

Freedom of Association

Eways allows its employees to form or join an association or trade union for employees in accordance with applicable laws. No discrimination shall occur if employees choose to engage in such functions or activities in the workplace.

Forced and Child Labour, Human Trafficking and Inhuman Treatment

No form of forced labour or child labour is accepted. The minimum age for access to employment shall be respected. No form of work under threat of sanctions or penalties shall occur in Eways' operations. There shall also be no deposits, recruitment fees or financial guarantees leading to indebtedness. At the time of employment, written documentation shall be provided with information on working hours, salary and notice period.

Eways will not tolerate any form of verbal or physical abuse, threats, sexual abuse, harassment or intimidation of employees.

Through our Supplier Code of Conduct, we make clear the requirements we place on our suppliers to take steps to ensure that anti-slavery and human trafficking law standards are met throughout the supply chain.

Prohibitions and Sanctions

Eways complies with guidelines on prohibitions and sanction requirements. Neither we nor our business partners shall be affected by, or be associated with, any person for whom the following sanctions have been imposed:

- Trade sanctions, arms embargoes and other trade restrictions.
- financial sanctions, asset freezes
- immigration sanctions (travel bans)
- aircraft and maritime sanctions, deregistration or control of aircraft and vessel movements.

If a business partner or supplier discovers a prohibited or sanctioned activity, Eways must be notified as soon as possible. This is also set out in Code of Conduct for Eways' suppliers.

Health and Safety

Eways complies with applicable national laws, regulations and rules to ensure the protection of employees in the workplace. We work systematically to minimize health and safety risks and everyone must follow safety procedures to prevent accidents.

We will

- ensure working conditions that are safe, hygienic and healthy.
- take and evaluate relevant measures to prevent and minimize injuries.
- document and follow up accidents and incidents in order to avoid their recurrence.
- where applicable, conduct and document regular health and safety training for employees.
- require our suppliers and partners to comply with health and safety requirements.

Social and Environmental Responsibility

Eways' employees shall avoid actions or omissions that may diminish public trust. We will comply with laws and regulations adopted to protect the environment, set requirements for suppliers and participate in the social debate to influence how society develops.

Data Privacy and Security

Eways shall protect the privacy of individuals, the security of our customers, confidential assets and information. Personal data provided to Eways will be used in accordance with applicable contracts and applicable law. We also require our

suppliers to ensure that there is a process in place to protect data and personal information.

Whistleblowing

If an Eways co-worker discovers or suspects that something in the business violates the Eways Code of Conduct för Eways, this can be reported via a whistleblower function on the Eways intranet.