

Code of conduct

Background

Tilkas Code of conduct is developed by the company's management and personnel representatives and it is a document of the ethical standards and principles that everyone within the company and partners are expected to follow.

Purpose

The Code of conduct aims to ensure that Tilka Trading AB is seen as a company that takes its social responsibility very seriously where great focus is on people, relationships and the environment. Furthermore, the company shall be a company that stands for integrity, reliability and honesty.

Our business principles

We shall act as a reliable and responsible company that lives up to its commitments. We believe in long-term business relationships where we together with our business partners create a basis for strong economic results, consideration for the environment and social commitment. We inform our partners about our Code of Conduct as a natural part of our relationship.

Laws and regulations

In the countries where we operate, the laws and regulations of each country must be complied with. We respect and comply with competition rules, environmental legislation, labor laws, agreements and other regulations that affect our business.

Personal interests

Our employees shall avoid ending up in situations where their personal or financial interests may conflict with Tilka Trading AB. In cases where there is a risk of such a conflict of interest, the employee shall report this to the immediate senior head of handling the case.

Sponsorship

In cases where we sponsor different activities, they should primarily benefit our business. Sponsorship shall comply with the rules laid down in the decision and attestation scheme. Contributions to charity can only be decided by our CEO together with Marketing Manager.

Transparency and neutrality

We work for open communication with our partners within the framework of the preservation of trade secrets. Our business partners shall not disclose or use for their own purposes Tilka's or others' trade secrets, confidential information, knowledge, design, data and skills or other information that Tilka considers to be sensitive information.

Our business partners must respect Tilka's and others' intangible property rights, observe and respect all patents, trademarks and copyrights and comply with all requirements and conditions for their use.

On the issue of political parties and candidates, Tilka Trading AB occupies a neutral position. Neither the company name nor the assets of the company may be used to promote such interests.

Human rights and working conditions

Rights

We respect international conventions on human rights. We support and respect fundamental human rights in our activities. We do not tolerate, under any conditions, child labor or work carried out through compulsion or threats of violence.

Diversity and equal opportunities

Our company recruits and gives employees equal opportunities and treatment regardless of gender, marital status, ethnic or national affiliation, sexual orientation, transgender identity, race, religion, political opinion, age or disability. However, the employee's competence is fundamental to the individual's development opportunity within the company.

Working conditions

Working conditions shall be so designed that the risk of occupational injury to employees or other staff involved in our activities shall have a 0 vision. All employees and other personnel involved in the business always have the right to stop their work if there is a risk of personal injury.

Current version

The latest version of this document is published internally in the business system and on www.tilka.se and it is the responsibility of the business partners to keep up to date on any changes. Internally, any changes are communicated to those affected.