

# Code of Conduct - Malmsten Group

**Vision:** To Create safe and sustainable aquatic environments for learning, well-being and competition.

**Our Values:** Quality • Long-term Perspective • Creativity • Flexibility • Consideration

## 1. Ethics & Transparency

- We conduct business in an honest, fair, and professional manner.
- We never accept bribes, improper benefits, or corruption.
- Gifts and entertainment must never influence business decisions. If in doubt, always consult your manager or HR.
- Our relationships with customers, suppliers, and contractors should be characterized by respect, clarity, and commitment.

## 2. Human Rights & Diversity

- We respect the equal value of all people.
- No one may be discriminated against based on gender, age, sexual orientation, ethnic origin, religion, political beliefs, disability, or social status.
- We promote diversity and equality and want our organization to reflect society.
- Recruitment, promotion, and development should always be based on competence and potential.
- All employees have the right to freedom of association and to organize themselves.

## 3. Work Environment & Safety

- We aim to be a safe and healthy workplace where everyone can develop.
- Health and safety are prioritized in everything we do—no one should risk their safety at work.
- Everyone has a personal responsibility to contribute to a safe work environment and report risks or incidents.
- We only collaborate with suppliers who share our requirements for work environment and safety.
- Forced labor, prison labor, or illegal work is not accepted. All employees must work voluntarily and have fair conditions.

## 4. Child Labor

- We never accept child labor.
- We comply with the UN Convention on the Rights of the Child.
- No one under 15 years old (or higher local legal age) may be employed.
- Persons under 18 must not perform work that could be hazardous to health or safety or interfere with schooling.
- Suppliers are responsible for ensuring compliance throughout the supply chain.

## 5. Environment & Sustainability

- We take responsibility for our environmental impact and work toward a sustainable future.
- We strive to reduce our climate impact and use resources efficiently.
- We handle chemicals and waste safely and in accordance with the law.
- We work with a life-cycle perspective, from design to recycling.
- Through training and engagement, we strengthen environmental and energy awareness among our employees.
- Our partners are expected to share the same approach and comply with local environmental requirements.

## 6. Quality & Responsibility

- Quality is a cornerstone at Malmsten.
- We never compromise on quality or safety.
- We continuously work on improvements, innovation, and close customer dialogue.
- Our goal is long-term relationships based on trust and delivery of the highest standards.
- All suppliers and partners must comply with our quality requirements.

## 7. Compliance & Reporting

- All employees are expected to know and respect the code.
- Deviations, suspected criminal activity, or unethical actions must be reported immediately.
- Malmsten may conduct follow-ups and audits with suppliers.
- Repeated or serious violations of the Code of Conduct may lead to termination of cooperation.

**Conclusion:** This Code of Conduct is part of Malmsten's identity and future. By embracing this Code of Conduct, we strengthen trust in our brand, build long-term relationships, and contribute to a safer, more sustainable world—both in and out of the pool.



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