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## CORPORATE SOCIAL RESPONSIBILITY POLICY

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As the leading system integrator of Train Connection Systems, Dellner's vision is to be the number one global supplier of safe and high quality Train Connection Systems and Services, supporting the most environmentally friendly way of travelling.

By developing Dellner's products and promoting the safe and environmentally friendly use of trains as public transportation, the company contributes to the sustainable development of society.

### Responsibility and ethics

Dellner strives to uphold the highest standards of conduct and business ethics in all of its operations with objective and independent employees. We respect basic freedoms and rights and comply with local and international laws and regulations. We are against corruption and give consideration to the religions, cultures, working conditions and traditions of different countries and regions. During daily operations, each employee will ensure that:

- We do not engage in any activity that might create a conflict of interest for the company or ourselves individually.
- We observe that fair dealings are the foundation for all our transactions and interactions.
- We will protect all company, customer and supplier assets and use them only for appropriate company approved activities.
- Without exceptions, we will comply with all applicable laws, rules and regulations.
- All customers and suppliers shall be treated with the outmost respect and common courtesy.
- We perform risk assessments on our supply base and conduct ESG audits at high risk suppliers and agents to ensure our partners fulfil our expectations.

Every employee has the responsibility to ask questions, seek guidance and report suspected violations to the CSR Policy. Reports can be done with guaranteed anonymity through our whistleblowing system where all reports are received and investigated by a third party.

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To be a socially responsible corporate citizen in every way, Dellner works to continuously enhance employee awareness of the Group's attitudes towards ethical conduct. Our Code of Conduct defines these expectations and outlines guidelines for employees in all transactions, interactions and business opportunities. All directors, officers and employees are required to adhere to the Code of Conduct. If local laws and regulations are more stringent than our Code of Conduct, the local ones are to be followed. Dellner continuously train employees in ethics and compliance and commit to ensure all employees passes the training.

Our Supplier Code of Conduct defines our expectations and requirements on suppliers and is integrated into our standard contracts.

## **Quality and environment**

Dellner strives to ensure sustainable customer satisfaction and superior economic efficiency throughout the life of our products.

Our quality and product safety policy defines the guidelines to ensure manufacturing of safe and high-quality products.

To prevent pollution to the environment from our products and our processes and minimize our environmental footprint Dellner has identified critical environmental aspects. Our environmental policy defines the guidelines to ensure the organization as far as possible reduce its environmental impact.

## **Working environment**

Dellner aspires to maintain a working environment where our employees can develop and thrive in a climate of physical and emotional well-being. Managers at all levels have the responsibility to make sure the work environment activities are prioritized.

Our occupational health & safety policy defines the guidelines to ensure a good work environment throughout the company.

## **Equality**

Dellner does not discriminate between women and men with regard to salary, career advancement or promotion. All employees are given equal opportunities for professional development both within their existing fields and in new areas.

Salary disparities may not exist for identical or similar work duties unless they can be justified. Disparities that are not objectively justified will be corrected immediately.

When choosing staff for projects and other tasks, Dellner strives for an even gender distribution.

Dellner's policy for recruitment of managers and employees is always to appoint the most qualified individual.

All employees shall be treated with respect. Sexual harassment is never acceptable.

Dellner takes the greatest possible consideration to the allocation of work duties and parenthood. Managers are obligated to ensure that employees on parental leave maintain contact with their place of work in an appropriate manner. The commitment to equality is an active and integral part of Dellner's operations.

## Diversity

Within the framework of our operations, Dellner takes active measures to promote the equal rights and opportunities of employees in the workplace regardless of their race, gender, nationality, ethnic origins or religious beliefs in order to create better conditions for an innovative and inspiring work environment.

Dellner strives to:

- create employee groups made up of diverse competencies, genders, ages and nationalities through the use of conscious hiring practices.
- maintain a work climate that is characterised by the company's lead words; **Respect, Action, Joy and Team**.
- effectively utilise the employees' knowledge of different cultures, languages and religions when assembling work teams, dealing with customers, etc.
- give all employees equal opportunities for professional development both within their existing fields and in new areas.

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