



LOIPART GROUP CODE OF CONDUCT

HOW WE WANT TO DO BUSINESS



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INTRODUCTION

A WORD FROM THE OWNERS

We believe that success in business comes from building and maintaining the trust of Customers, Employees, Suppliers, Governments and Other Stakeholders. We have therefore written these Loipart Values and Principles which we hope to help us on our way to success.

Loipart Group Values that govern the way we operate and behave in our daily work are:

- Easy to work with
- Dynamic
- Reliable
- Proud

In order for us to feel Proud of our company and the work we do it is important that we share the same business ethics and integrity with our colleagues around the world. There are some ground principles that we as owners take as granted, such as Complying with laws and regulations in each country we operate but a few areas need to be specified even more in order to clarify the meaning and emphasize the importance of that they are understood correctly and also followed.

Our ambition is that these Principles will also contribute to a stimulating work climate and give our staff the support sometimes needed in difficult decisions within a hard business climate where temptations arise for a quick deal. These decisions should always be made with the Company's best interest in mind and without contradicting these principles listed below.

We require all employees, management and members of our Board of Directors to:

Read and understand the Loipart Principles and by signing an acknowledgment agreeing to the content.

Ensure that both the content and the spirit of Loipart Principles are acted upon

Ensure that Loipart suppliers, sub-contractors, agents and other affiliated companies understand and comply with Loipart Principles

Loipart Group shall provide means for employees and other persons involved with the Group to report legitimate concerns or violations in a manner that ensures proper review and action, without retaliation.

These matters shall be addressed to any of the Members of the Board, CEO's or Owners where they will be investigated and proper action will be taken. Significant violations to these Principles will lead to discharge of duties or if required, to legal actions.

Juha Jokinen, Teea Flygare & Juha Myllymaa

In Jonsered, Sweden 20th of February 2023

BUSINESS INTEGRITY PRINCIPLES

CUSTOMER RELATIONS

Loipart Group vision is to become the Preferred Supplier to existing and new Customers. We strive to build long term relationships and one key method of success is mutual trust. This is why all our commitments, correspondence and dialogue provided to our customers shall be truthful and correct. This behavior is also something we expect from our customers.

SUPPLIER RELATIONS

Loipart Group choose suppliers with care of the basis of objective factors such as quality, reliability, delivery and price, without preference for personal reasons. Suppliers are expected to conduct their business in compliance with international human rights and environmental laws and practices. Suppliers are also expected to follow national laws of the country they operate in.

ACCOUNTING AND REPORTING

All financial transactions shall be reported in accordance with generally accepted accounting practices, and the accounting records must show the nature of all transactions in a correct and non-misleading manner. Loipart Group shall report in a transparent, truthful and timely manner with the aim of showing a true view of Loipart Group's performance and situation.

ANTI-CORRUPTION

Loipart Group does not tolerate any form of corruption, bribery or unfair anti-competitive activities. Loipart Group shall not offer any Stakeholder rewards or benefits in violation of applicable laws in order to gain any improper competitive advantage.

Loipart Group employees shall not accept payments, gifts or other kinds of reimbursement from a third party that could affect their objectivity in their business decisions.

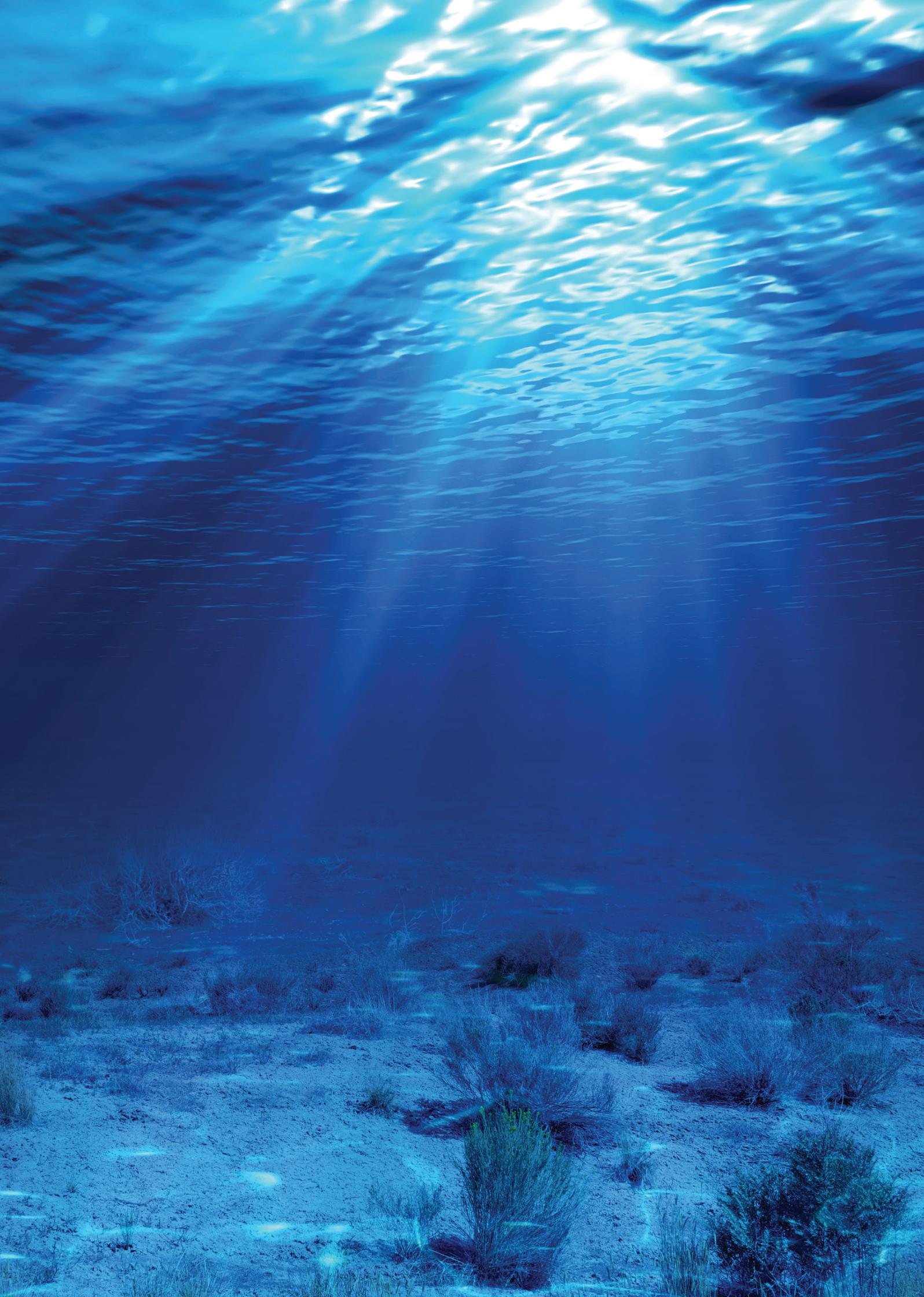
CONFLICTS OF INTEREST

Loipart Group employees' private interests shall not influence, or appear to influence their judgment or actions in performing their duties as representatives of Loipart Group. All representatives of Loipart Group are also expected to conduct their private and other external activities and financial interests in a manner that does not conflict or appear to conflict with the interests of the Group.

MARKETING AND SALES

Loipart Group shall present its products and services correctly and shall comply with applicable regulatory and legal requirements.





HUMAN RIGHTS PRINCIPLES – TREATING PEOPLE WITH RESPECT

Loipart Group shall support the internationally proclaimed human rights.

NON-DISCRIMINATION

All Loipart Group employees shall have equal opportunities based on competence, experience and performance regardless of gender, race, religion, age, disability sexual orientation, nationality, political opinion, union affiliation, social background or ethnic origin. The same Principle shall also apply on everyone seeking work at Loipart Group and also on the people we work with externally.

All Loipart Group employees are treated with respect. Harassment, be it face-to-face, written, electronic, verbal or physical is not tolerated.

WORK ENVIRONMENT HANDBOOK

All regulations and practices are written down in Employee Handbook which is available on every office and based on local rules and regulations.

HEALTH AND SAFETY

Loipart Group dedicates to protect the health and safety of our employees at work. All personnel have a responsibility to protect themselves, colleagues, community and environment by reporting unacceptable conditions, taking preventive measures and minimizing eventual damages.

LABOUR AND COMPENSATION

Child labour is not tolerated. The minimum employment age is the age of completion of compulsory school, but never less than 15 years. Loipart Group shall comply with applicable laws, agreements and industry standards on working hours and compensation.

We do not use forced labour, slave labour or other forms of involuntary work. Loipart Group does not either allow any practice that would restrict the free movement of employees.

LOIPART ACTIONS AGAINST SEX TRADE

Loipart Group do not approve any form of sex trade regardless of the nature of it. We regard buying sexual services, attending strip clubs, storing pornographic material on company computers or mobile phones strictly in violation of our beliefs and ethics.

ENVIRONMENTAL PRINCIPLES

Loipart Group is committed to responsible actions and takes environmental aspects into account when making business decisions. We comply with environmental laws and regulations but strive to make continuous improvements even not required by the law. The progress is evaluated yearly by internal auditors and bi-annually by external auditors.

We focus on environmentally friendly transportation methods with minimum fossil footprint. All packaging material must be recycled and taken care of in proper manner to be reused.



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