



## Business policy for GARO AB and its Swedish subsidiaries

GARO is a company that develops, manufactures, markets and sells electrical installation materials.

GARO shall actively engage in systematic quality, environment and work environment management as well as fire prevention, as far as technically possible and economically feasible.

This is a condition of our competitiveness and profitability.

GARO shall establish overall and detailed business goals each year. Action plans shall be developed by those responsible.

All employees at GARO shall have adequate knowledge and be offered opportunities for development in their business area.

GARO shall be a socially responsible company that respects the rights of all individuals.

This is ensured by our code of conduct.

We shall strive to:

Choose sustainable and climate-smart energy solutions to minimize environmental impact

Choose safe and efficient manufacturing methods that are also environmentally friendly

Prevent and reduce emissions into the atmosphere from our significant environmental impact – transports

Ensure that our marketing activities only raise expectations that our products can meet

Have the industry's highest delivery performance, both in and out

Deliver products to customers with expected quality

Develop and market our products with the utmost care for the environment

Choose collaborative partners who meet our quality and environmental requirements

Prevent pollution

Be a workplace with gender equality

GARO shall actively work with continuous improvement and encourage employees to submit suggestions for improvement.

All employees shall be offered occupational health care and fitness activities. Applicable legislation and other requirements to which the company is subject must always be followed by all employees.

GARO shall openly report the results of environmental management.

Gnosjö, Sweden, 2021-09-24

A handwritten signature in black ink, appearing to read "Patrik Andersson".

Patrik Andersson, CEO GARO Group