Code of Conduct – MH Modules

MH Modules is a subsidiary of Lagercrantz Group. Our business is built on close and long-term relationships with customers, suppliers, and other business partners. We actively strive to become the best business partner to our customers and do so by being honest, responsive, curious and respectful. This is why our products are sold and shipped to international clients. In addition to our commercial goals, our operations are conducted with high standards of integrity and ethics. In other words: we attach great importance to acting professionally, honestly, and ethically.

We support the principles of the UN Global Compact, the ILO Core Conventions, and the OECD Guidelines for Multinational Enterprises, which form the foundation of our Code of Conduct. Our long-term goal is for all our partners and suppliers to comply with this code. As a minimum requirement, we always comply with applicable laws and regulations and adopt stricter standards when existing legislation falls short compared to the goals and principles of this Code of Conduct.

The Managing Director (MD) of MH Modules is responsible for ensuring that daily operations are conducted in accordance with our Code of Conduct.

We strive to have a positive impact in the local communities where we operate. We maintain political neutrality, and neither the name of MH Modules, Lagercrantz Group, nor our resources may be used to promote the interests of political parties or candidates.

Anti-Corruption

We do not accept corruption, bribery, or unfair competitive practices. MH Modules complies with the Swedish Anti-Corruption Institute's (IMM) Code on Gifts, Rewards, and Other Benefits in Business. All sales and marketing of our products and services must be conducted in accordance with applicable laws and regulations in each respective market.

We shall not offer or make improper payments or pay other remuneration to any person or organisation for the purpose of establishing or retaining business relationships with our Group. We shall not, directly or indirectly, ask for or accept any form of improper payment or other remuneration, which is provided for the purpose of establishing or retaining business relationships with our Group.

Working Conditions

MH Modules strives to be a respected and attractive employer where employees' professional development and well-being are central. Workplace relationships shall be characterized by open communication, and colleagues shall demonstrate mutual respect for each other’s opinions, perceptions and beliefs.

Work Environment

We offer a safe and secure workplace. This means we work proactively to prevent both physical and mental ill-health. Employee health and safety are always prioritized; appropriate protective equipment must be used, equipment and facilities must be safe, and hazardous substances/waste must be handled safely. MH Modules always try to influence all customers and suppliers so that they, as far as possible, comply with the same basic principles as stated below.

Equality, Diversity & Discrimination

MH Modules actively follow the Swedish Discrimination Act 2008:567, where age, gender, gender identity, sexual orientation, ethnical background, physical / psychological dissablement or religious belief makes the grounds of discrimination.

We offer equal opportunities for all employees regarding career, training, and pay, regardless of gender, and we strive to achieve an as uniform gender breakdown in recruitment as possible.

All employees shall be treated with respect and dignity. No one may be subjected to corporal punishment, harassment, or coercion.

We do not accept any forms of forced labor or child labor. The UN Convention on the Rights of the Child and ILO conventions on minimum age serve as our guidelines.

Our employees have the right to join trade unions and exercise their statutory rights as workers.

Environment & Sustainability

Recycling and conservation of natural resources are vital foundations of our business. Environmental considerations shall be included in all key decisions to create long-term value for customers, employees, and society.

We consider the full life cycle of the products and modular solutions we supply. Environmental improvement measures are implemented whenever technically possible, commercially reasonable, and environmentally justified. Customers and suppliers are expected to know and comply with applicable environmental legislation and ensure the safe handling of waste.

As part of Lagercrantz Group, MH Modules shares and actively contributes to the Group's vision of creating sustainable value for customers, employees, shareholders, and the wider community.

Sustainable value creation requires a long-term commitment to responsible business practices and consideration of our environmental, social, and economic impact. MH Modules is therefore committed to conducting its operations in accordance with applicable sustainability principles, policies, and requirements established by Lagercrantz Group.

To support this commitment, Lagercrantz Group regularly monitors and evaluates the sustainability performance of its companies through established processes and audits. MH Modules is expected to actively participate in these processes, identify areas for improvement, and take appropriate actions to support the Group's long-term sustainability objectives.

Information, Confidentiality, & Communication

Business Information: All information regarding our business dealings with customers and suppliers, as well as information about our employees and internal affairs, is confidential unless otherwise agreed.

External Commitments: Side businesses or engagement in external activities (e.g., board memberships or other commercial activities) must be reported to and approved by the immediate supervisor.

Financial Reporting: All accounting and financial reporting are conducted in accordance with applicable legislation, GAAP, and IFRS.

Social Media: Employees communicating on social media in their professional capacity represent MH Modules and Lagercrantz. Communication must always align with our core values. A clear line must be maintained between personal and professional presence when communicating on the Internet and on social media.

International Trade and Sanctions

All business transactions, exports, or agreements involving countries, individuals, or entities subject to applicable EU, US, and other sanctions and export-control regulations, must be reviewed and approved by Lagercrantz Group Executive Management prior to entering into any such transaction or agreement, or proceeding with any export.

No business commitment may be made, and no goods or services may be provided, until the required review and approval have been completed.

The Managing Director of each Group company is responsible for ensuring compliance with the Group's trade policies and for ensuring that relevant knowledge is maintained regarding resellers, customers, suppliers, and other business partners.

This includes understanding the relevant contractual arrangements, the intended destination of products, and the identity of the end customer. The Managing Director is also responsible for assessing whether products are subject to dual-use regulations or other applicable trade controls.

All employees are responsible for following the Group's trade policies and must promptly report any suspected or actual breaches to their Managing Director and, where appropriate, to Group Management.

For further information and guidance, please refer to the Lagercrantz Group Trade Control Policy.

Monitoring and Whistleblowing

MH Modules' management and Managing Director is responsible for ensuring that main customers and suppliers are made aware of this Code of Conduct. All employees within MH Modules are personally responsible for acting in accordance with the values, principles, and requirements set out in the Code of Conduct.

Reporting Deviations: All employees are encouraged to report any suspected or actual breaches of this Code of Conduct, as well as suspected fraud, misconduct, or illegal activities. Employees should raise concerns promptly and in good faith, even where they are uncertain whether a breach has occurred.

As a first point of contact, employees should normally consult their immediate supervisor or manager. Where this is not appropriate, or where the concern involves the immediate supervisor, the matter should be reported to the Managing Director or, where appropriate, Group Management.

Whistleblower Channel (Anonymous Reporting): Violations can be reported anonymously and confidentially to Lagercrantz Group's shared whistleblowing function:

Email: whistleblower@lagercrantz.com

Mail: Lagercrantz Group AB, Attn: Info, Box 3508, SE-103 69 Stockholm, Sweden

No retaliation or negative consequences will affect anyone who reports a suspicion in good faith.

MH Modules AB

Part of Lagercrantz Group

Contact: info@mhmodules.com