

Labour and Human Rights Policy

1. Introduction

Beamonics AB is committed to upholding the highest standards of labour and human rights. This policy outlines our dedication to fair, ethical, and responsible labour practices. Our aim is to ensure a respectful, inclusive, and safe working environment for all employees.

2. Scope

This policy applies to all employees, contractors, and third-party service providers of Beamonics AB. It encompasses all work-related activities and interactions, ensuring that everyone involved in our operations adheres to the same high standards of labour and human rights. The policy extends to all locations and facilities where Beamonics AB conducts business, including offices, production sites, and any other locations where our employees or representatives operate.

Additionally, this policy applies to the entire supply chain and business partners. Beamonics AB expects all suppliers, vendors, and partners to comply with these principles and standards. We are committed to working only with those who share our dedication to ethical labour practices and human rights. Compliance with this policy is a condition of doing business with Beamonics AB, and we reserve the right to audit and assess our partners' adherence to these standards regularly.

This inclusive approach ensures that all stakeholders, regardless of their role or location, contribute to and benefit from a fair, respectful, and safe working environment.

3. Non-Discrimination

3.1 Beamonics AB does not tolerate any form of discrimination against our employees based on race, color, gender, language, religion, political or other opinion, caste, national or social origin, property, birth, union affiliation, sexual orientation, age, disability, or other distinguishing characteristics.

3.2 Any employment-related decisions, from hiring to termination and retirement, must be based solely on lawful, non-discriminatory criteria.

4. Forced Labour

4.1 Beamonics AB strictly prohibits the use of all forms of forced labour including bonded labour, indentured labour, slave labour, or human trafficking. Workers must be allowed to move around freely and leave their place of work when their working hours end.

5. Child Labour

5.1 Beamonics AB does not tolerate the hiring of child labour under any circumstances. The minimum age for full-time employment must be 15 or the legal minimum age for employment under applicable law, whichever is higher. Where the applicable local minimum working age is 14 in accordance with exceptions for developing countries, this lower age will apply.

5.2 Beamonics AB must not hire employees under the age of 18 for positions requiring hazardous work that could jeopardize health, safety, or morals.

6. Freedom of Association and Collective Bargaining

6.1 Beamonics AB respects the rights of employees to form, join, or not join a labour union, or other organization of their choice, and to bargain collectively in support of their mutual interests without fear of punitive actions such as intimidation, harassment, or termination of employment.

7. Harassment

7.1 Beamonics AB must protect workers from any acts of physical, verbal, sexual, or psychological harassment, bullying, abuse, or threats in the workplace by either their fellow employees or managers.

8. Working Hours, Benefits, and Wages

8.1 Beamonics AB adheres to the stricter of applicable laws or industry standards, relating to minimum wages, working hours, overtime, and benefits.

8.2 Employees must not be required to work more than 60 hours a week, including overtime, on a regular basis (or more than the limits on regular hours and overtime allowed by local laws and regulations).

8.3 Wages for overtime must be paid in legal tender on a regular basis. Wage deductions as a disciplinary measure must not be permitted unless supported by national law. Employees must be entitled to at least one day off in seven and must be given reasonable breaks while working and sufficient rest periods between shifts.

8.4 Beamonics AB is committed to continuously developing employee skills and capabilities and providing opportunities for career advancement.

8.5 In the event of major layoffs, Beamonics AB must, as a minimum, satisfy applicable laws and industry standards.

9. Leave

9.1 Beamonics AB ensures that all employees have the right to sick leave and annual holiday, as well as parental leave for employees who have to care for a newborn or newly adopted child as provided by national legislation. Employees who take such leave must not face dismissal or threat of dismissal.

10. Employee Contracts/Letters

10.1 All employees must be provided with a written, understandable, and legally binding employment contract/letter outlining their roles, responsibilities, rights, and benefits. These documents comply with applicable laws and provide clear terms of employment.

11. Implementation and Monitoring

The Human Resources department is responsible for the implementation and monitoring of this policy. Regular audits will be conducted to ensure compliance with this policy and

applicable laws. Any violations of this policy should be reported to HR or through the anonymous reporting system.

12. Training and Communication

Beamonics AB will provide training to all employees to ensure they understand their rights and responsibilities under this policy. Regular communication will be maintained to keep employees informed about updates and changes to this policy.

13. Reporting and Accountability

Employees are encouraged to report any concerns or violations of this policy without fear of retaliation. Reports can be made to supervisors, HR, or through the anonymous reporting system. Beamonics AB is committed to investigating all reports promptly and taking appropriate action.

14. Review and Revision

This policy will be reviewed annually and updated as necessary to ensure ongoing compliance and to reflect any changes in applicable laws or company practices.

By adhering to this Labour and Human Rights Policy, Beamonics AB demonstrates its commitment to ethical business practices and the well-being of its employees.