

Policy on freedom of association and collective bargaining

1. Purpose

This policy affirms VBN Components AB's commitment to uphold the rights of all employees to freely associate and to engage in collective bargaining, in alignment with international labor standards and Swedish labor law.

2. Scope

This policy applies to all employees of VBN Components AB, regardless of location, employment type, or position within the company.

3. Freedom of Association

VBN Components AB respects and supports the right of employees to freely and voluntarily form, join, or refrain from joining labor unions or other lawful associations of their own choosing without fear of reprisal, interference, or harassment.

4. Collective Bargaining

We recognize and respect the right of employees to engage in collective bargaining through representatives of their choosing. VBN Components AB will engage in good faith with legally recognized employee representatives to establish mutually acceptable terms and conditions of employment where such processes are applicable.

5. Non-Discrimination

No employee will be discriminated against, harassed, intimidated, or otherwise treated unfairly because of their membership, non-membership, or participation in a union or employee organization. This includes protections during union formation, membership activities, and collective actions conducted in accordance with applicable laws.

6. Implementation and Review

This policy is publicly available to all employees and stakeholders. It will be reviewed as needed to ensure continued relevance and compliance with evolving legal standards and company values.



Magnus Bergman, CEO, VBN Components AB