

Policy on Harassment and Abuse

1. Purpose

VBN Components AB is committed to maintaining a respectful, safe, and inclusive work environment for all employees. This policy outlines our zero-tolerance position on harassment and abuse and provides mechanisms for addressing any violations.

2. Scope

This policy applies to all employees, contractors, interns, and visitors at all VBN Components AB locations and during any work-related activity or function, whether on or off company premises.

3. Zero Tolerance for Harassment and Abuse

VBN Components AB strictly prohibits all forms of harassment, abuse, or any harsh or inhumane treatment in the workplace, including but not limited to:

- Verbal abuse, threats, or insults
- Physical abuse or intimidation
- Sexual harassment or unwanted advances
- Psychological abuse, bullying, or coercion
- Any form of degrading treatment or humiliation

4. Reporting Procedures

Employees who experience or witness harassment or abuse are strongly encouraged to report the incident as soon as possible. Reports can be made directly to the immediate supervisor, manager or CEO. All reports will be treated with sensitivity and confidentiality to the greatest extent possible.

5. Investigation Commitment

VBN Components AB will ensure that all reported incidents are investigated promptly, fairly, and impartially. No individual who makes a report in good faith will face retaliation. The company is committed to protecting the rights and dignity of all parties during the investigation process.

6. Disciplinary Actions

Any employee found to have violated this policy will be subject to disciplinary action, which may include:

- Verbal or written warnings
- Mandatory training or counseling
- Suspension
- Termination of employment, depending on the severity of the offense

7. Policy Review

This policy is reviewed and updated as needed to ensure its continued effectiveness and alignment with legal and ethical standards.



Magnus Bergman, CEO, VBN Components AB