



**Eltronic Group**  
ENGINEERING IMPACT

# Employee Policy

## 1 Scope

This quality policy applies to Eltronic Group and its subsidiaries.

## 2 Purpose

This policy is a statement of Eltronic Group and its subsidiaries' commitment to current and future employees.

## 3 Ownership

The Employee policy is owned and governed by the CEO and board of directors of Eltronic Group.

The CEO of each subsidiary is obliged to implement this policy unless it is replaced by a specific company policy covering the same purpose.

## 4 Evaluation

The policy will be evaluated every two years.

## 5 Policy

It is the policy of Eltronic Group that our employees are our most important asset, and their well-being is our top priority.

Our people work with engineering technologies that enable the world of tomorrow to do more with less. We trust people and give them the freedom to act.

We will encourage and support personal and professional development and a healthy work-life balance, and we accept diversity in all aspects and do not accept any kind of discrimination.

We do not accept any corrupt behaviour or any other unethical behaviour, legal or illegal.

### 5.1 Policy Statements

We will live up to our policy by:

Guiding our employees with an employee code of conduct and meeting the standards of UN conventions and guiding principles.

Providing a working environment where people are treated fairly and can be successful in their life journey.

Continuing to learn and value expertise, curiosity, and ambition.