



Tapwell

Our commitment

At Tapwell AB, we are all responsible for acting according to ethical and moral guidelines, regardless of position. We are aware of our influence on our fellow human beings and colleagues as well as on society, the environment and the climate.

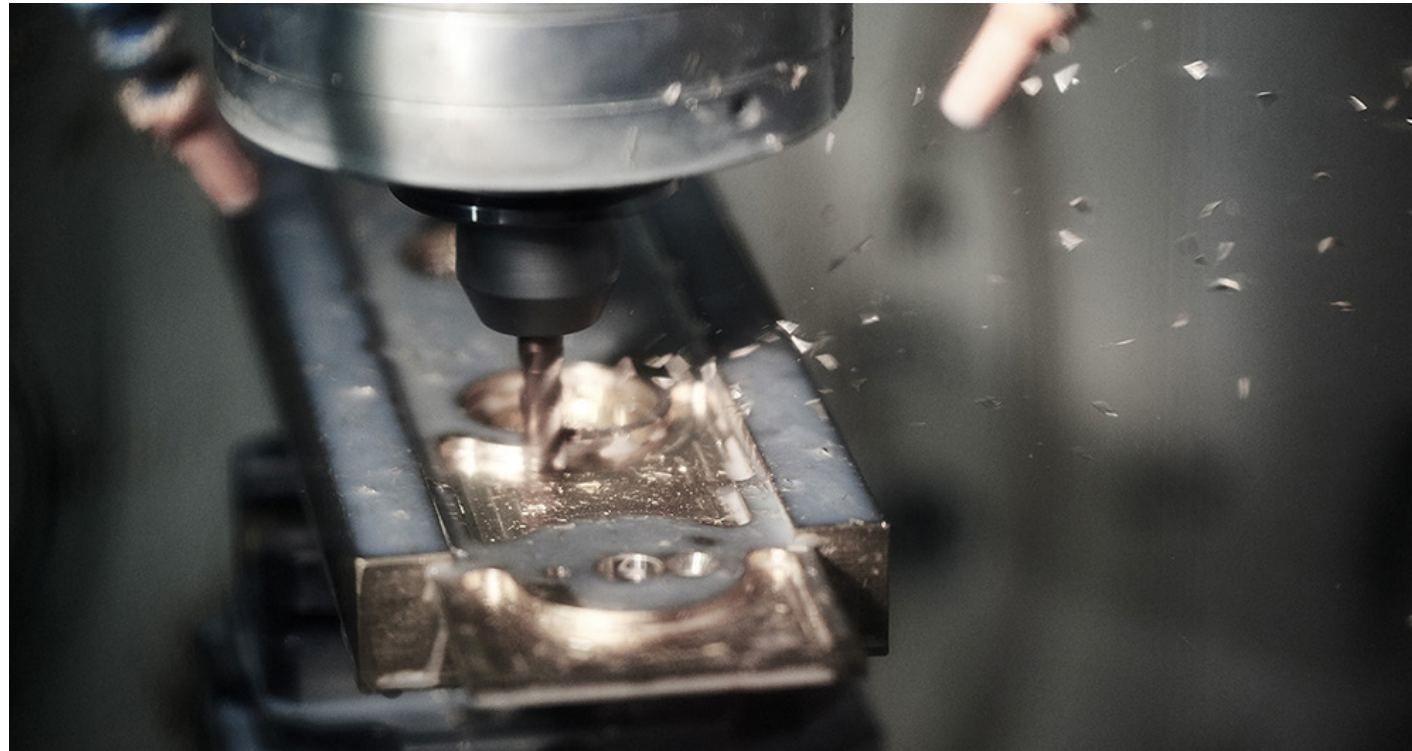
We handle large quantities of goods and thus have a responsibility. We strive to take this responsibility in a way that promotes human rights and labor law, society and the environment.

We see our responsibility as an opportunity for change and not a limiting factor. Our obligations are anchored in several of the group's policies.

Tapwell's sustainability work

For some years now, Tapwell AB has had an increased focus on sustainability, which is a prerequisite for working with internal processes. As part of that work, company policies have been updated. Policies have been drawn up in consultation with the company's board and management.

Although the overall responsibility for sustainability lies with the group and company management and the sustainability officer, all employees and partners have a responsibility. We regard sustainability as a way of working and not just a function. Therefore, the goal of sustainable business practices is integrated into all aspects of our organization. Necessary training and information has been provided to all employees in the group.



Our suppliers have varying experience in sustainability work. Some have worked actively and purposefully with this for many years, while others have a lower degree of maturity in these matters. We have worked in close dialogue with our suppliers to better understand what challenges they see, what steps they have taken so far and how they will be able to take further steps.

Tapwell AB has also begun to map emissions of greenhouse gases in both our own operations and in our supply chain. Tapwell AB has engaged the environmental consultant Miljögiraff who performs a life cycle analysis (LCA) and EPD. Work on this began in 2022 and has largely consisted of collecting data to assess the extent to which emissions of greenhouse gases occur in the various processes in our production and through quantitative and qualitative data set measurable strategies for the coming year.

Environment

Tapwell's environmental work is guided by our environmental policy. We see environmental work as an unconditional responsibility towards people and nature. Our responsibility includes equal consideration for employees, suppliers, processes, products and our contribution to society. Therefore, environmental and resource protection as well as work environment requirements are an integrated and important part of our strategy.

We shall work actively to improve our performance in all areas where it is technically possible and financially justified. For us, sustainability means meeting today's needs without jeopardizing that future generations will be able to fulfill their own. Our vision is to be a natural part of sustainable construction.



It is management's responsibility to establish and implement the policy - it is everyone's responsibility to follow the policy by constantly driving improvements, large and small.

In 2022, a separate sale of spare parts was launched via the website to private individuals. The project has been very successful and sales have increased. The increased sales of spare parts also reduces the manual handling and phone calls for customer service. During 2023, sales have also started in Norway and Finland, and the expectation is that the sale of spare parts will continue to increase.

In 2022, work began on developing EPD and LCA for selected parts of the product range based on kitchen tap ARM887. The EPD and LCA report for ARM887 was submitted for third party review in November 2023.

Personnel and social conditions

Tapwell's work environment policy and personnel handbook govern the work and the staff's work environment conditions. The working environment in our business must be such that those who work for us do not suffer from ill health or are injured due to work and that they thrive and can develop both professionally and as individuals. Work environment work must permeate all decisions that are made and all activities that are carried out.

We do not accept any form of bullying or harassment in our workplace. Our work environment must be characterized by openness and all individuals must be treated equally and with respect.

We must at least comply with the work environment legislation to which we are subject and strive to constantly improve our work environment both organizationally and socially as well as physically.



Objectives for 2024

Objective: Update staff handbook for Tapwell Group.

Status: Completed but to be implemented within the group in 2024.

Objective: All suppliers must sign contractual terms to ensure that human rights are followed.

Status: Partially complete, work will continue in 2024.

Membership in trade associations

Tapwell AB is not a member of any trade associations.

Anti-corruption and bribery

We expect our suppliers to follow our ethical guidelines, which state, among other things, that:

“Suppliers must have a system in place to handle complaints related to human rights, labor law, the environment and corruption, and provide us with a contact person to follow up on this”. We have a contact person at all of our suppliers with the above-mentioned responsibilities, but we cannot guarantee an effective complaints mechanism. It is one of the focus areas for 2024.

Objectives for 2024

Goal: In 2024, we will look at how we can apply a whistleblower function in the company and towards our suppliers.



Ethical questions

Tapwell’s code of conduct describes the values and ethical guidelines the company stands for and values. It is a guideline for contributing to good business that creates sustainable development for the parties concerned and a sustainable society. The aim is to create a way for us to communicate our position on the issue of sustainability.

Objectives for 2024

Objective: Establish and anchor routines for responsible purchasing practices and minimum criteria for suppliers (Code of Conduct).

Status: Completed with varying degrees of implementation.

Objective: Sustainable business methods anchored in the business.

Status: Implemented, but considered a continuous work.

