



Code of conduct Ventim AB

We solve both small and large problems with valves and instruments so that those that are supposed to flow freely, flow and what is to hold tight, hold tight. That is what we do, can and are passionate about. Ventim's code of conduct shows our view of relationships, business and responsibility.

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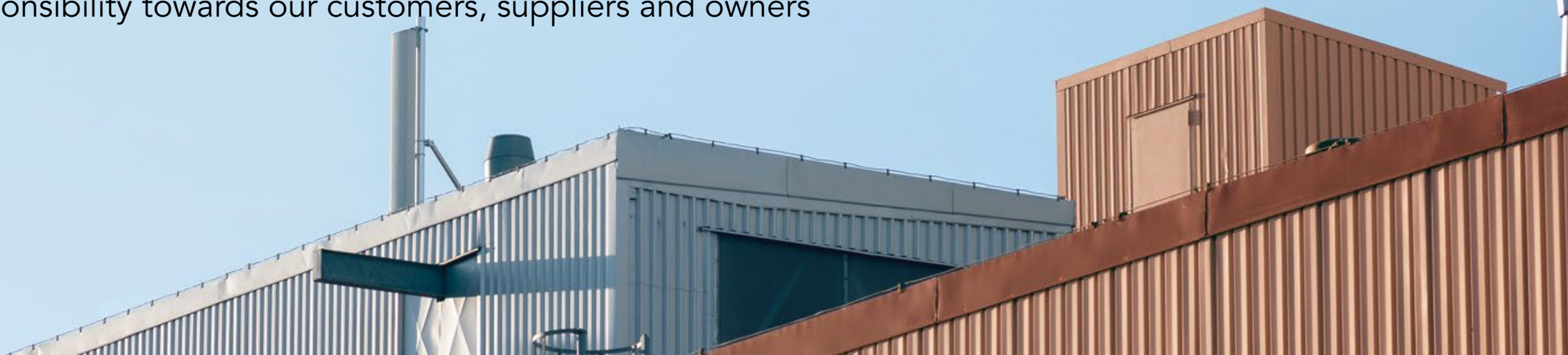
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“Ventim's code of conduct, together with our values, is our most important document. It helps us make the right decisions in everyday life.”



We build Sweden, valve by valve

Achieving our goals requires financial results, environmental considerations and strong social compassion. Ventim communicates this code of conduct with our business partners to create long-term and positive improvements together. In turn, we expect our business partners to follow similar principles as those contained in our Code of Conduct in their own operations. Ventim constantly monitors and complies with applicable laws and regulations and other stakeholder requirements and sets requirements for our suppliers to ensure good quality of our products.

RESPECT

We are humbly respectful, with integrity and personality on a solid base of competence, knowledge and nerdy expertise.

COOPERATION

Both internally and externally, collaboration applies at Ventim. We cooperate, are listening and responsive to our customers' needs and take at least as good care of our suppliers. We trust each other, deliver and thus build mutual trust.

JOY

Joy in solving both small and large valve problems, in really knowing something in depth, in working with something important and in helping and doing it together



Our customers

The success of our customers is the foundation of our existence. With the right conditions, we ensure that everyone is successful in our work and can be happy with a job well done. In our quest to meet customer expectations, we create trust and long-term customer relationships.



At the end of each working day, all “Ventimers” should be able to say how we and I have done something smoother, better, easier. One problem and one solution at a time. Valve by valve. Measuring instruments for measuring instruments.

Business principles

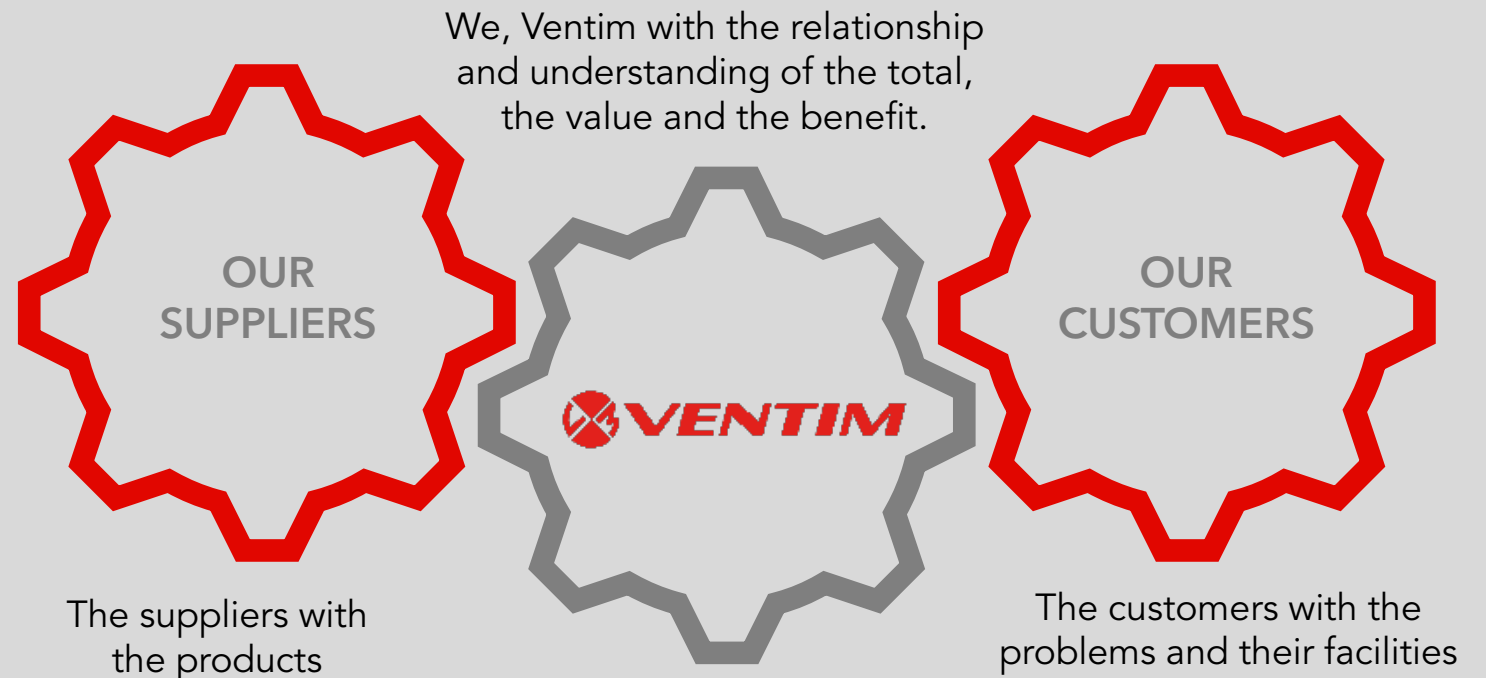
We dream of a society where what flows really flows and what should hold tight stays tight. And in that, people make all the difference.

Ventim is admired and respected for its culture, its competence and as those who happily solve both the small and the very difficult problems. We want to be the joy spreader in the industry.

"... It's easy to just make a call and talk to staff who are familiar with our process and take responsibility for what you send as a technical quote that will really work in our demanding environment. "

The relationships make us unique

Because we care so much about understanding the problem and how a valve or a measuring instrument should solve it, we have become very good at relationships. Yes, many of the suppliers we work with today have been with us for all forty years. Just like some of the customers as well. We are convinced that it is these relationships and this trinity that make us unique.



People and society

Good health and well-being is a goal at Ventim to ensure a sustainable workplace. We show each other appreciation, care and respect with job satisfaction at the center. Ventim works long-term and systematically to develop the work environment and promote employee health. Through continuous measurements of the temperature in the workplaces, the possibility of wellness during working hours and the offer of a thorough health examination, Ventim sets its goals.



Environment and sustainability

Our environmental work is constantly being improved, which must also be reflected in the fact that the environmental policy, environmental goals and environmental requirements are continuously revised and developed. Our ambition is active environmental work where we look at the entire value chain of products and services. Through established routines and dialogues, Ventim ensures that the environmental work runs continuously through a well-established management system ensuring the quality of the products.

A responsible supply chain
Ventim checks that all products are manufactured responsibly. Laws, rules and high business ethics must be complied with throughout the value chain.

Ventim works with respect for achieving sustainable development, which contributes to meeting today's needs without jeopardizing future generations' opportunities to meet their needs.



Safe working environment for our employees

Employee influence is an important aspect in all of Ventim's workplaces. The management and the group work continuously and strive to create good well-being and community for all employees.

Ventim is a workplace free from harassment and abusive treatment, which provides a better workplace for all employees and creates security in the business. Continuous measurements of the business ensure that the working environment and climate are complied with. In this way, signals can be captured and remedied at an early stage.



Room for creativity and the opportunity for variation and development in the work

By always acting in Ventim's interest, conflicts of interest are avoided

Responsibility to customers, suppliers & owners

Ventim's actions must always be characterized by high integrity, transparency and openness.

The business must be conducted in accordance with good business practice, promote fair competition and maintain a high ethical standard.

Rejection of corruption, bribery or money laundering and contributing to a sustainable supply chain.

We will work with suppliers and customers who share the values set out in Ventim's code of conduct.

When Ventim evaluates compliance with the supplier code, the company in question is taken into account and applies the requirements in relation to the type of business the supplier conducts, and the risks associated with laws, rules and location.

At the time when the supplier gives its consent to apply Ventim's code of conduct, it is also agreed that spot checks can be performed to ensure that the code of conduct is complied with.