

Antitrust-policy

Group-wide guidelines that promote free competition

DEFINITION

Antitrust legislation consists of laws and regulations that are intended to prevent free-market restrictions. For example, legislation might deal with various restrictions on competition, types of monopolies, or cartels that threaten free competition in trade and business operations.

BACKGROUND

All businesses, including Ramudden, risk ending up in situations in which market competition has come to an end. So it's important that we, as a company, support free competition and never initiate anything that can prevent, limit, or interfere with the free market. Our behaviour and our organization must contribute to promoting fair competition for the benefit of customers and clients.

AIM

Guidelines that address antitrust and competition give our employees, partners, suppliers, customers, and other stakeholders clear messages about how we act in various situations and which rules and regulations apply. These guidelines aim to make every individual a good citizen and to strengthen Ramudden as a company. And each employee can feel secure regarding what applies.

ANTITRUST GUIDELINES

Ramudden follow the laws and regulations that apply in each country for antitrust and competition. We believe that honest competition and a fair playing field benefit our customers and give our security products and services a chance to succeed solely based on our high quality and extensive expertise.

Ramudden can reduce risks that it contributes to distorted competition by following these guidelines.

We do not:

- Share price-setting information (or the like) with our competitors.
- Sign agreements with competitors whereby the agreements might restrict trade.
- Enter agreements with our competitors regarding purchase or sale prices or other trading terms.
- Enter agreements with competitors, suppliers, or customers regarding restrictions of and control over markets, products, services, or investments.

Guidelines continued on next page . . .



Principles in this document are aligned with Ramudden's other policies and values.



Not sure what's applicable? On the detail level, rules, guidelines, and procedures might vary among countries.

If you're not sure what applies, contact your immediate manager, your CEO, or read more in country-specific documents.



The Ramudden spirit

We all adhere to the Ramudden spirit, i.e., we focus on customers, prioritise our employees' health and safety, and strive to be the best at what we do. This spirit also permeates professional encounters with everyone we meet.

Consequently, all employees must at all times follow the laws and guidelines to which our business is subject – in every assignment and in every encounter – inside and outside the office.

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We do not:

- Enter hidden agreements with competitors regarding tenders. That said, we can enter into agreements concerning partnerships and joint offers/products for customers.
- Enter agreements to boycott or discriminate against an individual supplier.

RESPONSIBILITY

All employees are personally obliged to follow the laws, regulations, regulatory requirements, and guidelines associated with antitrust and competition.

Noncompliance with the guidelines can lead to disciplinary sanctions.

Ultimately, Ramudden's managers are responsible for ensuring that the guidelines have been communicated to employees and to relevant external parties to promote broader knowledge and use of the guidelines.

→ Do you suspect that Ramudden, a competitor, or a partner contributes to beating out the competition? Then contact your immediate manager, your CEO, or the personnel department.



We want to win customers' trust through fair play. We want customers to choose us because of our good reputation, our expertise, and our high-quality deliveries.