



HUMAN RESOURCES POLICY

- Responsibility for performance and opportunities are shared between Bufab and the team member. Development talks shall be conducted at least once a year.
- Our remuneration is fair and competitive rewarding initiative and responsibility.
- Open, direct two-way communication.
- Our managers shall act in a respectful and honest way, take responsibility and act.
- We strive for a safe and enjoyable working environment with balance between professional and private life.
- We treat people fairly, do not accept discrimination, promote diversity, conduct our business in an ethical manner and support our employees' right of free association. We also abide legislation, regulations and guidelines.

Guidance for the application of this policy can be found in the Bufab Human Resources Handbook.

Issued by

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