

HR POLICY

TROAX GROUP



OUR COMMITMENT

Troax Group strives to create a workplace where all employees feel respected, valued, and engaged. Our goal is to provide a safe, healthy, and productive work environment that promotes personal and professional development, in line with our core values: customer focus, respect, and collaboration.

SCOPE

This policy applies to all employees within Troax Group, regardless of employment type or geographic location. The policy is relevant in all situations where work-related issues are addressed, including recruitment, work environment, development opportunities, and codes of conduct.

OUR PRINCIPLES

Troax Group AB and its subsidiaries aim to ensure that employees feel respected, valued, and engaged at all times.

RECRUITMENT AND EMPLOYMENT

We believe that a good collaboration between employer and employee begins with an ethical hiring process. For us, this means applying equitable employment practices and ensuring that all recruitment and employment procedures are fair.

EMPLOYEE DEVELOPMENT AND TRAINING

We support continuous development and training to ensure our employees have the necessary skills and knowledge to perform their tasks effectively.

COMPENSATION AND BENEFITS

We provide a fair and competitive salary structure and a comprehensive benefits package to support the well-being of our employees.

HUMAN RIGHTS

We do not tolerate child labor, any form of forced labor, or slavery. All our direct and indirect employees must be treated with respect according to fundamental human values.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Troax recognizes and respects employees' right to freely join or form trade unions and to engage in collective bargaining.

DIGNITY & NON-HARASSMENT

Troax prohibits any form of harassment, bullying or discrimination. Employment decisions must never be based on sex, gender identity, age, disability, ethnic or national origin, religion, political opinion, union membership, marital or parental status or sexual orientation.

OPEN COMMUNICATION AND COLLABORATION

We believe that open communication and collaboration are essential for creating a positive workplace. We strive to engage our employees and provide opportunities for them to influence their own work environment.

CONTINUOUS IMPROVEMENT

We are committed to continuously improving our HR policy by systematically monitoring, evaluating, and revising our processes and methods.

GOAL

- Achieve and sustain ≥ 80 % survey response and an engagement score ≥ 4.7 by December 2026.
- By December 2026, ensure 100 % of managers implement documented, survey-driven action plans and roll out empowerment initiatives across every business unit to speed decision-making.
- Deliver a company-wide leadership and career-development framework covering ≥ 50 % of roles by 31 Dec 2027.

OUR PROMISE

Troax Group and its subsidiaries commit to adhering to our HR Policy and the laws in the countries and locations where we operate. This means:

- We commit to complying with all applicable legal and other requirements related to the work environment, both national and international.
- We commit to respecting and adhering to international conventions on human rights.
- Promoting diversity, equality, and inclusion within the company.
- Ensuring that all recruitment and employment processes are fair and inclusive.
- Invest in continuous skill development for all employees.
- Maintaining a work environment that respects human rights and labor principles.
- Providing a fair and competitive salary structure and pay either a market-based or living wage, whichever is higher.

RESPONSIBILITIES

CORPORATE MANAGEMENT

Responsible for establishing, implementing, and maintaining this HR policy, ensuring it is communicated and understood throughout the organization.

HR DEPARTMENTS

Support managers and employees in HR-related matters and ensure policy compliance.

EMPLOYEES

Expected to follow the HR policy and report any violations or issues to their manager or HR.

DEVELOPMENT AND PROGRESS

We commit to regularly reviewing and updating our HR Policy to adapt it to current legislation and practices. We will measure policy compliance through feedback and monitoring, with a promise of open communication about our progress.

ACTION PLAN

To effectively implement this policy, Troax Group and its subsidiaries will:

- Distribute the policy to all employees.
- Include the policy in the introduction program for new employees.
- Ensure contractors are informed about and follow our HR policy.
- Implement and monitor the policy at our sites.
- Provide resources and support to ensure everyone can follow the policy.
- Identify improvement opportunities and implement corrective actions as needed.

DIALOGUE AND FEEDBACK

Troax Group encourages open dialogue and values feedback from employees and external stakeholders on how we can improve our work environment efforts. Questions, suggestions, or risk reporting can be directed to the respective manager, HR department, or local safety officer.

Martin Nyström, CEO

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