



UN Global Compact and Fazer Confectionery

Fazer Confectionery is dedicated to producing and/or marketing its products in a manner that generates added value for consumers, customers, shareholders, employees, business partners and society. Fazer Confectionery prioritises a long-term approach to value creation, primarily by building and nurturing profitable brands. Fazer Confectionery recognises and supports the ten principles in the UN's Global Compact and works to promote these in the societies and environments where we conduct business.

The ten principles	Fazer Confectionery
<p><u>Human rights</u> 1. Businesses should support and respect the protection of internationally proclaimed human rights</p>	<p>We respect the UN's Universal Declaration of Human Rights.</p> <p>The company communicates it's Code of Conduct on the home page and on the company intranet. During 2008 the business undertook big changes since Cloetta Fazer was spilt into two companies. Therefore Fazer Confectionery communicates from now on under this name although the company has signed the Global Compact already in 2004. A new Fazer Way booklet communicates the Code of Conduct to the personnel. The Fazer Way booklet will be implemented to the personnel during discussions between the management and all different functions in autumn 2009. In the areas where we conduct business, we audit our suppliers to follow to the principles in our Code of Conduct.</p>
<p>2. Business should make sure that they are not complicit in human rights abuses.</p>	<p>We accept our responsibility for protecting the rights of employees and society in our operations.</p>
<p><u>Labour standards:</u> 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<p>Our terms of employment comply with the provisions in collective agreements, national laws and the relevant ILO conventions.</p> <p>We allow the employees to be represented by trade unions and to enter into collective agreements.</p>
<p>4. The elimination of all forms of forced and compulsory labour</p>	<p>We do not accept methods which restrict mobility or which entail the use of involuntary or forced labour.</p>



<p>5. The effective abolition of child labour</p>	<p>The minimum age for employment at Fazer Confectionery is 18 years. We are active in international collaborative efforts to improve the working conditions of those active in producing our raw materials, such as cocoa. Fazer Confectionery is a member of the World Cocoa Foundation and since 2007 a donor in the Echoes Alliance project (Empowering Cocoa Household with Opportunities and Education Solutions).</p>
<p>6. The elimination of discrimination in respect of employment and occupation.</p>	<p>Fazer Confectionery's employee relations are characterised by equal treatment of every individual regardless of gender, religion, age, disability, sexual orientation, nationality, political views, social background or ethnic origin.</p> <p>The development program for our female managers that was finalized in 2007, as a part of our strategic business development, has been continuously successful. Altogether 15 female managers within the group took part in the program. The persons participating have had a positive development in their carrier. In 2009 four (4) out of nine (9) members of the Fazer Confectionery Management Team are woman.</p> <p>In the equality planning we have continued to eliminate the boundaries in designing the job content in the factories.</p>
<p><u>Environment</u> 7. Businesses should support a precautionary approach to environmental challenges</p>	<p>In order to achieve our environmental ambition, Fazer Confectionery continuously improves its products and operations in order to prevent negative long-term impact on the environment.</p> <p>Fazer Confectionery was in 2008 selected as one of the top Swedish companies in reporting their effects on the climate in the world wide Carbon Disclosure project.</p> <p>In 2009 the CO2 emissions of Fazer Confectionery will be significantly reduced as the company partially adopts wind and hydro power usage.</p>
<p>8. Undertake initiatives to promote greater environmental responsibility.</p>	<p>Fazer Confectionery develops and employs resource-conserving methods and processes.</p>
<p>9. Encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Fazer Confectionery strives to use the best available technology that is economically achievable in every</p>



	investment.
<u>Anti-corruption</u> 10. Businesses should work against all forms of corruption, including extortion and bribery.	An element in the company Code Of Conduct. Fazer Confectionery does not allow offering of, requests for or acceptance of bribes.