

UN Global Compact and Cloetta Fazer

Cloetta Fazer 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. Cloetta Fazer prioritises a long-term approach to value creation, primarily by building and nurturing profitable brands. Cloetta Fazer 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	Cloetta Fazer
<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 its Code of Conduct on the home page, on the company intranet and in the Annual Report. The Code of Conduct has also been communicated internally to the personnel in different forums. In the areas where we conduct business, we audit our suppliers to follow the principles in our Code of Conduct.</p>
<p>2. 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>An element in the Code of Conduct. The minimum age for employment at Cloetta Fazer is 18 years.</p> <p>We are active in international collaborative efforts to improve the working conditions of those active in producing our raw materials, such as cocoa. Cloetta Fazer 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>Cloetta Fazer'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>In 2007 we finalized our development program for our female managers as part of our strategic business development. Altogether 15 female managers within the group took part in the program. The persons participating have had a positive development in their carrier.</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, Cloetta Fazer continuously improves its products and operations in order to prevent negative long-term impact on the environment.</p> <p>Cloetta Fazer was in 2007 selected as one of the top Swedish companies in reporting their effects on the climate in the world wide Carbon Disclosure project.</p>
<p>8. Undertake initiatives to promote greater environmental responsibility.</p>	<p>Cloetta Fazer develops and employs resource-conserving methods and processes.</p>
<p>9. Encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Cloetta Fazer strives to use the best available technology that is economically achievable in every investment.</p>
<p><u>Anti-corruption</u> 10. Businesses should work against all forms of corruption, including extortion and bribery.</p>	<p>An element in the company Code Of Conduct. Cloetta Fazer does not allow offering of, requests for or acceptance of bribes.</p>