

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 encourage our suppliers to adhere to 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 a donor in the Winrock CLASSE project (Child Labour Alternatives through Sustainable Systems in Education). See the annual report, page 36.</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><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. See the Annual Report, page 32–35.</p>
<p>8. Undertake initiatives to promote greater environmental responsibility.</p>	<p>Cloetta Fazer develops and employs resource-conserving methods and processes. See the Annual Report, page 32–35.</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. See the Annual Report, page 32–35.</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>

