



HUMAN RIGHTS

Assessment, Policy and Goals:

- 1). Statement of support for the Universal Declaration of Human Rights
- 2). We refer to our written company policy on respecting Human Rights and preventing potential abuses.
Please, find attachment "Code of Conduct" 2.3 & 2.4
- 3). Specific goals in the area of Human Rights for the this year (2015) and for upcoming year (2016) is as follows:
 - To follow laws and regulations in each country where we have our business.

Implementation:

Awarenessraising of our employees on Human Rights occurs in connection with our employment introduction.
Training in our code of conduct takes place on a yearly basis and it is the Managing Director responsibility to make sure that all employees are aware of, and act, according to the Human Rights principles.

Measurement:

According to our goal, to follow laws and regulations in each country where we have our business, we are proud of that we have had non deviation during the last year.

LABOUR PRINCIPLES

Assessment, Policy and Goals

- 1). We refer to our written company policy "Code of Conduct" to uphold the freedom of a association and collective bargaining and elimination of forced labour and employment discrimination.
Please, find attachment "Code of Conduct" 2.3 & 2.6 and "Jämställdhetsplan".
- 2). Specific goals in the area of Labour Rights for the this year (2015) and for upcoming year (2016) is as follows:
 - To follow laws and regulations in each country where we have our business.

Implementation:

Awarenessraising of our employees occurs in connection with our employment introduction.
Training in our code of conduct takes place on a yearly basis and it is the Managing Director responsibility to make sure that all employees are aware of, and act, according to the Labour Principles.



Measurement:

According to our goal, to follow laws and regulations in each country where we have our business, we are proud of that we have had non deviation during the last year.

ENVIRONMENTAL PRINCIPLES

Assesment, Policy and Goals:

We have been focused on environmental challenges since 2003 and we are proud of that we since 2005 has been certified according to ISO14001 standards. Attached you find our certificate.

As proof of our commitment we have attached following:

- M 1.1 Environmental Management Overview
- M 1.2 Environmental Aspects
- M 2.1 Environmental Policy
- M 2.2 Environmental Objectives and Programs

Implementation:

M 2.3

Measurement:

M 6.1 Procedure for dealing with non-conformity

ANTI-CORRUPTION

Assesment, Policy and Goals:

1). We refer to our written company policy "Code of Conduct" for a zero-tolerance for corruption, bribery and extortion.

Please, find attachment "Code of Conduct" 2.6

2). Specific goals in the area of Anti-Corruption for the this year (2014) and for upcoming year (2015) is as follows:

- To follow laws and regulations in each country where we have our business.

Implementation:

Awarenessraising of our employees occurs in connection with our employment introduction. Training in our code of conduct takes place on a yearly basis and it is the Managing Director

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responsibility to make sure that all employees are aware of, and act, according to the Anti-Corruptions principles.

Measurement:

According to our goal, to follow laws and regulations in each country where we have our business, we are proud of that we have had non deviation during the last year.