



Labour Principles:

Principle 3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Assesment, Policy and Goals:

We have a policy supporting the Labour Principles for our own companies, for our suppliers, and also companies with whom we partner in projects.

Implementation:

We have implemented a formal written policy supporting the Labour Principles for our own companies and also for our suppliers.

We have also evaluated companies with whom we partner in projects to ensure support and compliance to these principles.

We actively promote a diverse labour force in terms of sex, nationalities, age and religion.

Measurement of outcomes

Internal company has been formalized.

Company policy to be placed on our website.

Suppliers: We have evaluated each of our major suppliers, and as they are presently European Union based we are confident that they follow these four important principles.

Partners in projects: We have evaluated each of our partners in projects to ensure support to these principles.

Diverse labour force: We continue to actively look for qualified individuals of all groups so as to achieve a dynamic and effective blend of age, experience, qualifications, gender and ethnicity. A. Due to the global outlook of our business, it has been a natural part of our recruitment process to achieve a highly multicultural representation of our workforce. Of the increasing in staffing year, 100% were from other nationalities.

B. Age: presently we have 5% of our staff above the the age of 45.

AVTECH Sweden AB (publ)

Färögatan 33, 24 Floor, SE 164 51 Kista, Sweden

tel: +46 (0) 8 54410480 Fax: +46 (0) 8 54410489

www.avtech.aero

vat no: SE 55656831081