

EDSBYN SENAB CORPORATE SOCIAL RESPONSABILITY

INTRODUCTION

Edsbyn Senab wants to ensure that the products we offer our customers and partners are made in accordance with ethical acceptable principles. The Code sets our minimum standard. The goal is to constantly improve the manufacturing environment and working from an ethical and social perspective. The Code applies to all manufacturing facilities and suppliers that manufacture products for Edsbyn Senab. The Code defines the basic rights of employees and is based on the ILO Convention.

CORE VALUES

The very basis of what Edsbyn Senab is and stands for is summarized in Edsbyn Senab's core values:

- Commitment
- Competence
- Businesslike

Edsbyn Senab and its affiliates represent these values.

CODE OF CONDUCT

The Edsbyn Senab Code of Conduct was adopted by the Board of Directors of Edsbyn Senab AB on November 18th, 2009 and is valid for Edsbyn Senab AB with its subsidiaries. With "Edsbyn Senab" means any company incorporated in Edsbyn Senab group. These are:

- Edsbyn Senab AB, organisationsnummer 556755-0081
- Edsbyverken AB, organisationsnummer 556040-0755
- Senab AB, organisationsnummer 556299-1447

It goes beyond compliance with laws and regulations and is based on Edsbyn Senab's core values, The UN Global Compact's ten principles and the OECD guidelines for multinational companies.

HUMAN RIGHTS

Edsbyn Senab supports and respects the protection of internationally proclaimed human rights and ensures that the company is not complicit in human rights abuses.

LABOUR STANDARDS

Freedom of association

As local or relevant laws allows, all employees are free to form, join or not to join unions and have the right to collective bargaining when employed by Edsbyn Senab.

Forced and compulsory labor

No form of forced or compulsory labor is tolerated by Edsbyn Senab and all employees have the right to leave their employment as stated by contracts or local laws.

Child labor

Edsbyn Senab shall not be complicit in any form of child labor or other forms of child exploitation. No one is employed below the completion of compulsory school or under the age of 15 and no one under the age of 18 is employed for hazardous work within Edsbyn Senab.

Workplace

Edsbyn Senab shall provide a working environment that is healthy, safe and in accordance with international standards and local laws for all employees.

Discrimination

Diversity amongst Edsbyn Senab employees is a positive attribute and no one regardless of race, color, sex, sexual orientation, nationality, parental status, marital status, pregnancy, religion, political opinion, ethnic background, social origin, social status, age, union membership or disability shall be discriminated.

Harassments in the form of physical or psychological abuse are strongly prohibited within Edsbyn Senab as are any kinds of intimidation or other threats.

ENVIRONMENT

Precautionary approach

Sustainable development is a key concept for Edsbyn Senab and finite resources is avoided as often as possible. Edsbyn Senab also has a precautionary approach towards environmental challenges whereby dangerous materials are avoided when suitable and more environmentally friendly alternatives are available.

Environmental responsibility

Innovative developments in products and services that offer environmental and social benefits are as well as a greater environmental responsibility promoted and supported by Edsbyn Senab.

ANTI-CORRUPTION

Edsbyn Senab's reputation of honesty, integrity and responsibility must be upheld and any involvement in bribery, extortion or corruption is not tolerated by Edsbyn Senab in any form.

EDSBYN SENAB

CONSUMER INTERESTS

When dealing with consumers, Edsbyn Senab acts in accordance with fair business, marketing and advertising practices. Edsbyn Senab also ensures that the goods or services it supplies meet all agreed and legal standards.

COMPETITION

Edsbyn Senab is conducting its activities according to applicable laws and regulations and also refraining from entering into anti-competitive agreements.

VIOLATIONS

Violations to this code can result in disciplinary action.