

ERICSON & SAETHER AB

CODE OF CONDUCT

Ericson & Saether AB is a Nordic organisation that has a tradition of excellence in its products, in the development of its workforce, marketing of consumer products and in the high ethical standards that guide our business practices. As we broaden our reach through expanded selling and sourcing operations throughout the world, we insist those we do business with meet the standards and ethical practices that have been associated with our company.

Partners and sources will be selected on the basis of a shared approach to business. An approach that is ethical, recognizes human rights, and protects the environment. Otherwise, we would compromise the reputation of our company and undermine our values.

Engagement criteria

The following engagement criteria addresses issues primarily under the control of our business partners, sources and vendors. A prior examination of the social, political and business environment in the countries in which we wish to source will also be a factor in our decision to do business in a country.

1. **Ethical standards**. We will only do business with those who use sound and legal practices, minimize the potential for conflicts of interest, prohibit the giving or receiving of gifts and gratuities, place the utmost importance in truth and full disclosure, and comply with all specifications, quality criteria and product requirements.
2. **Health and safety**. Our business partners must be committed to a safe and healthy work place and must comply with all applicable laws and regulations that applies to health and safety. Further, there must be an appropriate method for dealing with hazardous materials. Our partners who provide residential facilities must also maintain those facilities in a healthy and safe manner.
3. **Environmental**. Our partners must be committed to environmentally safe practices and must be in compliance with the **European Union** regulations. Care must be taken with any environmentally sensitive substances or processes.
4. **Employment practices**. We will only do business with those who do not subject their workers to physical risks, recognize the right of free association, and do not exploit their workers.
 - *Wages and benefits*. Must comply with the law and/or prevailing local practices. All fees and/or wage deductions must be fair and reasonable.
 - *Working hours*. Must be preset on a daily, weekly and monthly basis with compensation for overtime. Usually this means no more than a 48 hour work-week with one (1) day off within a seven (7) day period.
 - *Child labour*. Use by our partners or sources or their sources of vendors of child labour is forbidden. A “child” is a person under the age of 16 years, or 14 years depending on national legislation.
 - *Forced labour*. Use by our partners or sources or their sources or vendors of forced or prison labour is forbidden.
 - *Disciplinary practices*. We will not do business with those who use mental or physical threats. Physical punishment of any kind is forbidden.
 - *Non-discrimination*. We believe in cultural diversity and support employment practices based on individual skills and abilities. We will not do business with those who discriminate in any way.
5. **General**. Our intent is to do business with partners, sources and vendors who contribute to the betterment of their communities and who train and develop their workers.

Our commitment

Partners and sources that engage in business with Ericson & Saether AB can expect the following:

- A professional approach to business that emphasizes customer satisfaction, product quality, and recognizes the right of our partners and sources to receive a fair return for their efforts.
- Regular contact with Ericson & Saether AB personnel for program, management and technical support.
- Business conducted in an open and truthful way with conduct that is ethical at all times and under all circumstances.