

Dacke Industri

Code of Conduct

22/9 2017

By professional, honest and ethical conduct we are building a company culture for good and sustainable results and values

- Dacke's business philosophy of decentralized leadership puts high demand on every employee's professionalism and integrity
- Through professional, honest and ethical conduct we are building a company culture in which we effectively, trustworthy and sustainable deliver good results and create value to our owners, colleagues, customers, suppliers and other partners
- In this Code of Conduct we lay out a few essential and overreaching principles and guide-lines that constitutes minimum requirements for all companies in the group
- This Code of Conduct reflects who we want to be and how we want to be perceived
- Dacke Industri Group ("Dacke") consists of Dacke Industri AB and all subsidiary companies owned directly or indirectly by Dacke Industri AB.
- The MD of each company in Dacke is responsible for the communication and implementation of this Code of Conduct among the company's employees and, as relevant its suppliers

We act with integrity and high ethics in all of our business relationships and we expect the same from our partners

- We act with integrity and high ethics in all our business relationships and we expect the same from our partners
- We shall follow applicable laws and regulations in all countries in which we operate
- All our activities shall be built upon a sound business culture and fair competition. We adhere to applicable competition laws which prohibit any agreements or arrangements between competitors that restrict competition
- We shall always act in the best interest of the company and avoid any conflict of interest
- We shall not engage in corruption, extortion, embezzlement or bribery and we will not tolerate improper or corrupt payments - made directly or indirectly - to a customer, government official or any other third party
- No employee may offer, receive or promote payments, gifts or other benefits that could influence or may be perceived to influence our objectivity in a business decision
- Our employees may only offer or receive gifts, meals etc that are clearly compatible with applicable laws and generally accepted local business practice
 - If in doubt, contact your immediate manager before offering or accepting

Our Safety Vision is ZERO accidents and our 1st priority is always to create and sustain a safe working environment

Dacke Industri Safety Vision:

ZERO accidents at our premises, external sites and business trips

ZERO accidents in using our products or designs

All companies within Dacke Industri are to:

- Prevent accidents by an organized and documented safety work
- Register and follow-up all incidents, near misses and accidents
- Report any Lost Time Accident (LTA) to Dacke Industri CEO within 48 hours – including root cause analysis and actions to eliminate future risks
- Report LTAs, other accidents and near misses in the Monthly report

Safety is everybody's responsibility!

Stop immediately any work that becomes unsafe!

Always ask if something is unclear!

Safety and operating instructions must always be followed!

We strive to offer employees good opportunities to develop their skills and to take on greater responsibility

- We encourage an open, communicative and informal culture within each company
- All employees, as well as applicants for vacant positions, must be treated equally, fairly and strictly on objective grounds, regardless of personal situation like gender, ethnics, politics, age, sexual orientation and functional disability
- We don't use or tolerate the use of child labour or forced labour
- Harassment, threats or other unsuitable conduct are not permitted
- We respect all employees' right to form and join a trade union
- We shall ensure that salaries and benefits meet or exceed the minimum statutory or industry levels in each country and we shall always comply with legislation and industry standards on working hours in each country
- We strive to offer employees good opportunities to develop their skills, to perform a wider variety of tasks and to take on greater responsibility
- We shall ensure that registration, archiving and use of data about employees are treated in strict confidentiality and in compliance with local laws

We shall work intensely to promote an ecologically sustainable development for our products and operations

- Our communication policy is to be open and accessible, providing factual and continuous information of our products, services and development
- We shall protect our IP-rights and business secrets at all times
- We shall work intensely to promote an ecologically sustainable development for our products, our operations and during our business trips
- We shall always operate in a socially responsible manner and within the framework of national legislation in all countries where we are established
- We shall always include the sustainability aspects in a new investment
- We shall interact positively with the local community and are open to support local schools, universities and non-profit organizations
- We do not engage or comment on political issues in the countries where we operate