

## Precomp Solutions Code of Conduct

Precomp Solutions supports the set of values that are manifested in "UN Global Compact" and "OECD Guidelines for Multinational Enterprises". We have chosen to summarize what we consider are the most important messages in these two documents into our own Code of Conduct.

The Code of Conduct establishes the vital principles for our responsibility as a company and should serve as guidance for our employees to always behave with integrity and professional judgment.

This Code of Conduct applies to board members as well as employees of Precomp Solutions regardless of location. The Code of Conduct was approved by the board of directors of Precomp Solutions on November 8, 2012.

### **Business principles**

#### *..to comply with the law*

We comply with local rules and legislation. In cases where rules and legislation do not serve as guidance the individual must not make own interpretations without consulting with executive management. We also pay respect to local traditions and practice.

#### *..to act ethically*

We do not take part in activities involving bribery. Only representation and gifts of symbolic value, which cannot create improper loyalty, are accepted. We support free competition and therefore we do not make anti-competitive agreements.

### **Stakeholders**

#### *..employees*

All our employees are treated equally, fair, and with respect regardless of gender, race, religion, age, disability, sexual orientation, nationality, political affiliation, and social or ethnic origin. We make sure that work is carried out in a safe and healthy working environment. We respect our employees' right to be represented by a labor union or other employee representatives, as well as the right to collective bargaining agreement. All employees have fair compensation based on individual performance and contribution to company success.

#### *..customers*

Our success depends on our customers' success. We therefore aim at supplying products and services of high quality, on time, and to a competitive price. We provide our customers with accurate information and only make commitment we can live up to.

#### *..suppliers*

We inform our suppliers about the company's values and business principles. We require our suppliers to act in accordance with "UN Global Compact" and "OECD Guidelines for Multinational Enterprises". We furthermore require them to aim at supplying us with products and services of high quality, on time, and to a competitive price in order to contribute to our customer's success.

*..shareholders*

We are open and provide accurate information at the correct time in what regards the company's activities, development, and financial situation without jeopardizing business secrecy.

## **Society and Environment**

*..to contribute to society*

We aim at being a good member of the society by supporting the local community. We promote contributions and sponsor agreements that favors the communities where we are present, that supports our beliefs and ...

Vi ska sträva efter att vara en god samhällsmedborgare genom att stödja det lokala samhället där vi verkar. Vi ska främja bidrag och sponsoravtal som gynnar de samhällen och miljöer där vi verkar, som stödjer våra värderingar och som stärker våra relationer med kunder och övriga intressenter.

*..to care for the environment*

Vi ska bidra till en ekologiskt hållbar utveckling genom att ha hög kunskapsnivå och medvetenhet kring miljöfrågor hos våra medarbetare och involvera dem i processen att ständigt förbättra företagets utnyttjande av naturresurser. Vi ska samarbeta med, men också utmana, kunder och leverantörer i vårt gemensamma ansvar för våra produkters och processers miljöpåverkan.