

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.

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. We should counteract conflicts of interest, counterfeit parts and spreading of intellectual property.

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 favor the communities where we are present, that support our beliefs and strengthen our relations with customers and other stakeholders.

..to care for the environment

We contribute to an ecologically sustainable development by having employees with high level of knowledge and awareness about environmental issues in accordance to our Environmental Policy. We collaborate with, but also challenge, our customers and suppliers in our mutual responsibility for our products' and processes' environmental impact.

Compliance

.."whistle blowing"

All employees are responsible for knowing, understanding, and complying with our policies and procedures. Managers must act as role models and resources for other employees.

Reporting of any deficiencies in compliance with the code of conduct, violations of local laws, or to highlight other problems in the business is done through either of two different channels, i.e. to the human resources manager or via email to whistleblower@precomp.com. Reporting can be done anonymously if one so wishes, but it should be pointed out that anonymity can constitute an obstacle to the investigation of the current event or situation.