



Code of Conduct for companies in the Areco Group

Our code of conduct forms the basis for our relations with customers, suppliers, employees, business partners and other stakeholders.

Our code of conduct also forms the basis for all other policies in our Group:

- Working environment
- Business travel
- Quality
- Environment
- Purchasing
- Corporate social responsibility (CSR)

Our code of conduct applies to all our employees in all our companies in the Areco Group. Areco has a presence in several different countries, and laws in a particular country where we operate may sometimes be more far-reaching than the contents of our code of conduct, in which case the laws in the country concerned must always take precedence and be respected.

Our code of conduct is based on the contents of internationally agreed rules – the ILO's eight core conventions and the ten principles of the UN Global Compact, summarised and described in our own words below.

Human rights

1. We support and respect protection of international human rights.
2. We are not involved in violations or breaches of human rights.

Labour law

3. We observe freedom of association and recognise the right to collective bargaining.
4. No forms of forced labour are acceptable; all our employees have the right to terminate their employment under a contract of employment and local legislation.
5. We oppose child labour, while accepting the rules set out in ILO Convention 138 on completed schooling and minimum age for different types of work.
6. We do not accept any discrimination. Everyone must be treated equally in recruitment, employment and exercise of their profession. Physical and mental harassment is strictly prohibited.

Environment

7. We support the precautionary principle with regard to environmental risks. All risks of serious or irreversible environmental damage must be addressed.
8. We promote initiatives for greater environmental accountability, and innovative and cost-effective solutions that result in reduced environmental impact are encouraged.
9. We encourage the development and use of long-term sustainable and environmentally friendly technology.

Corruption

10. We oppose all corruption, including blackmail and bribery, both internally and in our various supply chains. We advocate clean and honest business transactions.

Our Working Environment

Areco attaches great importance to both the environment and safety, and there are documented procedures describing our various activities to create a good and safe working environment. The purpose of our procedures is for the activities that affect the working environment to be carried out in an efficient, planned and safe manner.

Efforts to improve the working environment must be a natural part of everything we do and all decisions that are made. There must always be a link between all activities in our operation and efforts to improve the working environment



Our Business Travel

Business travel and transport must, as far as possible, be based on environmentally friendly options to minimise climate impact. Vehicles must be driven in accordance with current legislation in the country where the journey is made. Drivers must have safety in mind, be environmentally aware and work with other road users. This applies when employees travel in company cars or in their own cars during working hours.

Our Quality

Areco's business concept is to develop, manufacture and globally market products and services for the construction industry, based on our customers' needs.

Our vision is to be a leading player in the construction industry, where customers can easily recognise our products and our brand. Areco as a brand must convey competence, experience, competitiveness and customisation.

Based on the above, we can summarise our quality objectives: the products we supply must contain the exact characteristics we have promised, agreed and sold to our customers. We call this the RIGHT quality. The term 'products' encompasses both goods and services. We must always produce and supply faultless products with the RIGHT quality.

Our Environment

Environmental efforts must form part of our day-to-day work, and due regard must be paid to the environment in every decision made.

Companies in the Areco Group are expected to comply with the environmental laws and regulations that apply in and are relevant to the place and country where the company concerned operates. All Areco companies and employees are also expected to make efforts to reduce scrap and spillage and separate waste for recycling. Priority must be given to optimal material utilisation.

Everyone must endeavour to improve our work towards a good and safe environment as far as technically possible and financially reasonable. Chemicals must as far as possible be avoided. In selecting suppliers and business partners, active environmental efforts must be valued and regarded as a qualification. Where alternative options are available when purchasing products, preference must be given to environmentally friendly products, provided this does not lead to unnecessary and unjustified additional cost.

Products supplied from companies in the Areco Group must be safe for users and must have the least possible impact on the environment.

Our Purchasing

A large proportion of our products consists of metallic materials bought in from various contracted suppliers, all holding quality and environmental certification. Great emphasis is put on documented characteristics in our purchasing, so that we always obtain the quality we need for our products. The RIGHT quality of purchased materials is essential for the RIGHT quality in our finished products. Our purchase contracts also contain a Supplier's Code of Conduct, which ensures that our suppliers meet our own requirements, in Environment, Health and Safety, Employee Rights (the eight ILO conventions) and Human Rights (the ten UN principles).

Our Corporate Social Responsibility (CSR)

Areco's vision is to continue to grow and develop, with expanded distribution and stockholding in Sweden. In addition, we plan several factories in Scandinavia, the Baltic states and Germany. We additionally wish to focus on increased sales in northern Europe. The objective in the future is to attain one of the top positions in each of our segments, but at the same time also develop operations in other related industries. Good and long-term profitability is a key concept for all operations in the Areco Group. A good financial position enables us to contribute in various ways to society and to individuals. A good example is our contribution to sport: through our commitment we strengthen Areco's brand while contributing to successful teams and emerging talent. Our attitude is that sport has an important role to play for present and future generations, and we are both pleased and proud to sponsor several sports teams.

Areco's success is built on the same foundation as a winning sports team. With a clear vision, focusing on the right things and working as a team, we achieve success.



Diversity is of great value in Areco: a good combination of employees with varied experiences, knowledge and cultures improves the efficiency and quality of the business. Areco's team is made up of people with great expertise and with experience from different areas, all working according to the same core values and goals.

To enable us as a team to think along new lines, learn new things and continue to develop, we aim to give all employees scope to take responsibility and grow. It is important that all employees feel significant, as their expertise and experience are the key to an organisation that works well. We nurture our young talent, we aim to retain them and give them opportunities to develop within our company.

Areco has great respect for all its customers, suppliers and employees. Our joint success is based on always treating everyone with great respect, regardless of skin colour, ethnicity, gender, religion, political views, national origin, social background, age, disability or sexual orientation.

Malmö, 2018-12-11

A handwritten signature in blue ink, appearing to read "Peter Areskog".

Peter Areskog, Group CEO