

Valid from: 070716	<b>CODE OF CONDUCT FOR THE HÖGANÄS GROUP</b>	1(2)
Revised:		
Issued by: The Board of Directors		
Approved: 070716		

The Höganäs Group Code of Conduct has been adopted to state the principles by which the Group conducts its relations with business partners, shareholders, employees and the community.

It applies to members of the Board of Directors and all employees within the Höganäs Group.

## **Business Ethic**

The Höganäs Group corporate values and commitment to sustainable development are, and will continue to be reflected, promoted and implemented in Group policies, decisions and actions. To conduct business as a responsible member of the community, the Höganäs Group shall abide by the laws and regulations of the countries where it is active.

- **Business relations**

The working relations between the Höganäs Group and its business partners are characterized by fairness.

Höganäs demands honesty and integrity in all business areas and expects the same from its business associates such as customers, suppliers, partners and agents. Rewards or benefits in violation of either applicable laws or reasonable and generally accepted business practices are not condoned.

- **Financial reporting**

All business transactions of a Höganäs company shall be clearly reported in the accounts of the company. All financial transactions by the Höganäs Group are reported in accordance with generally accepted accounting practices.

The Höganäs Group will provide information to the market that is trustworthy, relevant and timely and that gives a balanced view of the business.

- **Political involvement**

The Höganäs Group observes neutrality with regard to political parties. Companies in the Höganäs Group may not give financial support to political parties or politicians or engage in political activities.

## **Social Ethic and Human Rights**

Within its sphere of influence, the Höganäs Group respects and supports the protection of internationally proclaimed human rights.

- **Labour**

The Höganäs Group hires and treats all its employees equally, fairly and with respect, irrespective of ethnic origin, sex, age, national origin, disability, caste, religion, sexual disposition or political ideology.

Höganäs respects the right of all employees to form and join a trade union of their own choice and to participate in collective bargaining.

The Höganäs Group does not tolerate forced or child labour. The minimum employment age is the age of completion of compulsory schooling.

Employees shall avoid any conflict of interests between their private activities and the activities and financial interests of the Group. If such a conflict of interests or any uncertainty in this regard should arise, the matter shall be referred to the management immediately.

- **Work environment**

The Höganäs Group is committed to doing its utmost to provide all employees safe and healthy working places.

## **Environment**

The Höganäs Group adheres to an approach that results in long-term sustainable development. Consequently, the Group strives for high efficiency in the use of energy and natural resources, promotes systems for the recovery and recycling of materials and works to prevent and minimize pollution.

The Höganäs Group shall comply with or exceed environmental requirements set by applicable laws, ordinances and international agreements in countries where it is active.

## **Application**

All managers within the Höganäs Group have a responsibility to ensure that every employee not only is fully informed about the spirit and contents of this Code of Conduct but also acts in compliance with it. Violations of the Code of Conduct will not be tolerated.