



Fasadgruppen

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CODE OF CONDUCT

Applicable for all employees, suppliers and business partners

INTRODUCTION

As the leading Group in façade works in the Nordic region, Fasadgruppen has a responsibility to conduct a responsible business and contribute to sustainable development in society.

Working committed to sustainable craftsmanship is a success factor and the starting point for all our companies in the Group. Through our core values of collaboration, commitment and competence, we offer conscious customers a personal commitment, competitive prices and safe business. Our core values are:



COLLABORATION

Through benchmarking within the Group, we always strive to utilize our differences and complement each other and in this way develop all employees in our daily operations for the best customer benefit.

With close collaboration with business partners, customers, suppliers and other stakeholders, we constantly try to optimize our way of collaborating and developing close and long-term relationships.

COMMITMENT

We are nationwide and we are represented in each region and market. We have the customer in focus and keep our promises and strive to exceed high expectations.

We are convinced that personal contacts are the most profitable and effective for all parties. With a local presence, we always have close contact with our customers throughout the work process and a regional strength that provides safe business all the way.

COMPETENCE

We have extensive overall experience of the property's outer shell. With over 2000 employees, we can offer a broad competence in facade construction and we are therefore a safe business partner who delivers the highest quality to our customers.

Best practice takes place on an ongoing basis within the Group, in order to streamline our work processes, learn from different types of advanced and complex assignments.

CODE OF CONDUCT

This Code is a compilation of ethical rules that that pave the way for our actions as well as the actions we expect of others. It does not replace legislation in the markets where we operate. The foundation for the Code of Conduct is our three core values, the OECD Guidelines for Multinational Enterprises and the UN Principles for Responsible Business (UN Global Compact), which deal with human rights, working conditions, the environment and anti-corruption.

The purpose of the Code of Conduct is to show the way we act and how we expect others to act. In order to create an awareness of the Code of Conduct within the company, each manager is responsible to introduce it to all employees, new employees and suppliers.

The Code of Conduct of Fasadgruppen is not formulated to provide specific rules, but should function as an ethical compass that guides us in our actions. If you are unsure whether your decision/action is in line with the Code of Conduct, you can use the following questions:

- Is my decision/action according to applicable law?
- Is my decision/action in line with relevant points from this Code of Conduct?
- Can I be responsible for my decision/action in front of a customer, employee or manager?
- Could my decision/action be reviewed by the media without without damaging





Human rights

Our workplaces must be characterized by openness and respect where the equal value of all people is a matter of course.

- We have zero tolerance for all forms of abuse, harassment and discrimination.
- We will work for increased diversity and gender equality in all parts of the business.
- We must support and respect the UN guiding principles on business and human rights. If we are aware of the risk of violations regarding these, we must act urgently to minimize the risk.
- We must work for a healthy and safe work environment throughout our value chain by complying with work environment legislation.
- All work must be done voluntarily. No form of forced labor or work linked to any form of threat or punishment is permitted.
- Based on the International Labour organisation (ILO) definition of child labor, we must have zero tolerance for child labor and work to ensure that this does not occur in our value chain.





Working environment and working conditions

Our workplaces must be safe and secure, without any accidents. Through a good work environment, we put the employees' health and well-being first.

- We have zero tolerance for all forms of discrimination.
- We will promote the health of employees' and prevent injuries and illness, by working long-term to improve the work environment.
- We must work proactively to prevent accidents at our workplaces.
- We must respect employees' right to participate in trade unions and their opportunity for collective bargaining.
- We must comply with national and local legislation and we do not accept terms of employment that conflict with these.
- In our work, we must always follow our personnel policy and our guidelines for the staff (personnel handbook).





Environment

We work for sustainable development by actively working to reduce our negative environmental and climate impact. This must be done systematically and integrated throughout the business.

- We must follow the precautionary principle regarding environmental risks.
- Our employees must be provided with relevant knowledge about about the working tasks' environmental impact and how they can act to reduce this impact.
- We must comply with current laws and relevant environmental society requirements.
- We will actively participate in the development of products and solutions with reduced environmental impact.
- We must always comply with the environmental policy and guidelines in our work.





Anti-corruption and business ethics

We have zero tolerance for corruption, bribery, extortion or money laundering and must therefore work to prevent this from happening.

- We must comply with the laws, rules and regulations that apply in the markets in which we operate.
- We must act responsibly and ethically in our business relationships.
- We must counter all forms of corruption and ensure that all employees, suppliers and business partners have an understanding that corruption is unacceptable.
- We must distance ourselves from and work to combat financial crime in our industry.
- We must strive for fair competition.
- We must be attentive to and manage any potential conflicts of interest that arise in the business.

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