

Common to all Brogren's business is that they are based on trust and long-term. It requires the activities to be conducted sustainably and responsibly. Therefore, responsible business and sustainable entrepreneurship are issues that have a given place on the agenda.

Brogrens Code of Conduct is a summary of the principles that will govern our business. They are based on universal values such as integrity, transparency and accountability. By following these, we ensure that Brogren's business is characterized by good business ethics and is conducted with respect for others and with the conservation of sustainable development.

Brogrens Code of Conduct is set by the owners and the responsibility to comply with it is our responsibility. It is only so that we can earn the trust that forms the basis of our business.



Brogren Industries is a responsible company that means that we act ethically in all aspects of our operations, take into account the environment, precedes a good example when we meet each other and our business partners, and that we always respect applicable laws and regulations in which we have activity.

The Code of Conduct you are currently reading indicates Brogrens ethical guidelines in a number of areas. All employees should be well acquainted with and comply with these guidelines. They form the overall principles of a framework and are complemented by more detailed rules and regulations for specific areas. All of us who work at Brogren have their own responsibility for preserving and maintaining Brogrens reputation as a responsible company. I strive to maintain a work environment where you feel that you can raise issues and problems without fear of reprisals. It should apply at all levels within the company.



Magnus Brogren Owner



Börje Andermård VD

## UN GLOBAL COMPACT

The United Nations Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption.

### HUMAN RIGHTS

**PRINCIPLE 1:** Businesses should support and respect the protection of internationally proclaimed human rights, and  
**PRINCIPLE 2:** make sure that they are not complicit in human rights abuses.

### LABOUR

**PRINCIPLE 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;  
**PRINCIPLE 4:** the elimination of all forms of forced and compulsory labour;  
**PRINCIPLE 5:** the effective abolition of child labour; and  
**PRINCIPLE 6:** the elimination of discrimination in respect of employment and occupation.

### ENVIRONMENT

**PRINCIPLE 7:** Businesses should support a precautionary approach to environmental challenges;  
**PRINCIPLE 8:** undertake an Initiative to promote greater environmental responsibility; and  
**PRINCIPLE 9:** encourage the development and diffusion of environmentally friendly technologies.

### ANTI-CORRUPTION

**PRINCIPLE 10:** Businesses should work against corruption in all forms, including extortion and bribery.

Read more at [www.unglobal.org](http://www.unglobal.org)



# Code of Conduct

Code of Conduct is guidelines for how we as a company conduct our business in an ethical, social and / or environmentally sound manner. Brogren Industries AB's Code of Conduct) is based on the 10 principles developed within the framework of the UN Global Compact. It deals with human rights, labor law, the environment and anti-corruption. These areas cover the essential parts of the responsibility that is natural to take for the company. We also follow the guidelines that DGPR covers.

Brogren Industries AB is hereafter referred to as Brogren.

The basic principles of the code of conduct are:

## HUMAN RIGHTS

1. Brogren supports and respects the protection of international human rights.
2. Brogren is not involved in violations of human rights.

## LABOR LAW

3. Brogren maintains freedom of association in accordance with local law and all employees are free to start or participate in trade union activities. Brogren acknowledges the right to collective bargaining regarding employment conditions.
4. All forms of forced labor are prohibited and employees are entitled to terminate their employment under local law or employment contracts.
5. Brogren takes away all kinds of child labor. No person under the age of 15 should be employed and in case of particular demanding information, the person must be at least 18 years old.
6. All discrimination, regardless of ethnicity, color, gender, religion, political opinion, national origin, social origin, age, disability, health, union membership, and sexual orientation, should be avoided when employed or employed. Physical or mental harassment is strictly prohibited.

## ENVIRONMENT

7. Brogren supports the precautionary principle of environmental risks: "Where there is a threat of serious or irreversible damage, lack of full scientific safety may not be used as a reason for postponing cost-effective measures to prevent environmental damage."
8. Innovative solutions that reduce environmental impact are encouraged and Brogren actively takes initiatives to promote greater environmental responsibility.
9. Brogren encourages the development and dissemination of environmentally friendly technologies. Sustainable development is a key word and Brogren is working on environmental issues from a preventive perspective.

## Anticorruption

10. Brogren works against corruption in all its forms, including extortion and bribery, as well as proactively developing strategies and concrete programs to deal with corruption both internally and in Brogren's supply chain. We counteract the handling of counterfeit products such that all purchased materials (conflicts of minerals) meet the requirements of Brogrens customers and Brogren as companies.