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**Policy**

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**Hilberth**

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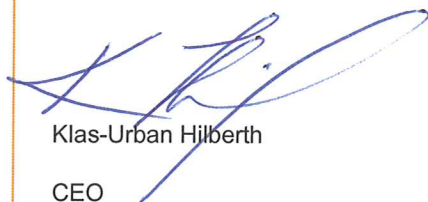
## Ethical guidelines at Craftor

To our colleagues and employees,

Ethics and ethical guidelines include rules, standards and principles. Craftor's ethical guidelines explain how our work with these issues should be conducted and handled. Our ethical guidelines are part of our management and corporate culture and a work that must be reflected in everything we do. The work should therefore be reflected in all our activities, in order to keep us competitive and protect our reputation.

The guidelines are designed to help individuals understand and be aware of the differences between acceptable and unacceptable behavior. They can then be sure of which attitudes and types of behaviors are acceptable and in line with our values: closeness, credibility, drive and innovation.

With kind regards,



Klas-Urban Hilberth  
CEO

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## **Target group**

The ethical guidelines adopted for Craftor set out how we should behave in our organization. The guidelines set out the ethical standards that must be pursued by all our employees.

## **Craftor's obligations**

In its operations, Craftor must comply with all applicable laws and regulations and behave in a manner that is ethically acceptable and socially responsible. Violations of laws and ethical standards represent a threat to the company's competitiveness and reputation.

Violations of these guidelines are not accepted and can, if necessary, with relevant legislation, lead to internal disciplinary action, dismissal or, as a last resort, legal action including prosecution.

If any dubious practices or irregularities are discovered in Craftor, necessary changes will be made and will be made to prevent them from recurring.

## **Personal responsibility**

Craftor employees are responsible for familiarizing themselves with and following our ethical guidelines, as well as relevant laws and regulations. If there is any content on the ethical platform that you do not understand, or if you are facing an ethical dilemma, you should seek advice from the HR department.

## **Work environment and safety**

Craftor prioritizes health, safety and the environment in all its operations.

Personal safety must always have the highest priority and our KMA department worked continuously to develop our work in the area. We work daily with SJA (Safe Job Analysis) and reporting of incidents and accidents to collect knowledge and experience together.

The company's CEO has formal responsibility as an employer according to the Work Environment Act.

## **Bullying, gender equality and diversity**

At Craftor, we actively oppose all types of bullying or harassment. Our policy against sexual harassment, reprisals or abusive discrimination clearly states what expectations we have of our employees and how we treat each other. It also shows how to handle if a possible situation arises.

## **Ethics in our business relationships**

Our employees must act in a way that invites respect and that gives a good impression of Craftor. Individual employees must not create situations that contribute to benefits for themselves or family and relatives that lead to doubts about their integrity or purpose.

Craftor believes that all corruption is unacceptable and works to prevent all types of corruption in the business. We offer offers, give, accept or accept bribes and the like. Corruption is illegal, distorts competition and damages the reputation of the company and its employees.