



Code of Conduct

for

FINEPART SWEDEN AB

Version B0

This document replaces FP-CEO-200061, vA0.

Change history:

A0: Only graphical changes in document.

B0: Clarifications in language and adding Board of Directors in several paragraphs.

Legal Compliance

This Code of Conduct confirms the principles of which the Finepart Sweden AB shall comply with.

Furthermore, Finepart must in every country where it operates, comply with the national laws and regulations. In case where any principle in this Code conflicts with the mandatory law in any country or territory, the law shall always be prevailed. In situations where neither the law nor the Code gives guidance, the United Nation's (UN) Global Compact principles shall abide.

This Code of Conduct has been adopted by the Board of Directors of Finepart Sweden AB and can only be amended or waived by the Board.

Scope of Application

The Finepart Code of Conduct has been adopted to underscore the principles by which Finepart conducts its relations with the environment, employees, business partners and stakeholders. It applies to all employees of Finepart and the board of directors. It is the responsibility of the board of directors to follow up the Code of Conduct with the management.

Finepart encourages dealers, consultants and other business partners within its sphere of influence to adopt the principles of this Code. In the assessment of potential and current suppliers, the principles described in this document shall be applied.

It is Finepart's responsibility to ensure that its suppliers comply with the principles of Human Rights. In case where suppliers commit violations of such, Finepart shall take necessary measures and, if needed, terminate the partnership.

The content of this Code is, and will continue to be, reflected, promoted and implemented in Finepart's policies, decisions and actions.

Business Principles

Relations with Business Partners

Finepart's way of dealing with its business partners are characterized by fairness. Finepart shall not offer customers, potential customers, suppliers, governments, agencies of governments, or any representatives of such entities, any rewards or benefits in violation of either applicable laws or reasonable and generally accepted business practices. The Finepart employees must not accept payments, gifts, or other kinds of reimbursement from a third party that could affect, or appear to affect, their objectivity in their business decisions.

Conflicts of Interest

Employees of Finepart and the board of directors shall not engage themselves with activities that conflict with the interests of Finepart. In case where such conflict of interest arises, the person accountable must report, without delay, the event to its immediate supervisor or, if applicable, to the board.

Accounting and Reporting

All financial transactions by Finepart must be reported in accordance with generally accepted accounting practices, and accounting records must show the nature of all transactions in a correct and accurate manner. Thus, Finepart works with appropriate internal controls and processes to ensure that accounting and financial reporting complies with national legislation. Finepart shall provide disclosures that are open, truthful, relevant, comprehensible and timely.

Political Involvement

Finepart observes neutrality regarding political parties and candidates. Neither the names, nor the assets, of Finepart shall be used to promote the interests of political parties or candidates.

Environmental Principles

Environmental Rules of Conduct

Finepart shall at all times comply with applicable environmental laws and regulations in the country where it operates. Additionally, Finepart shall aim to practice processes and activities that minimize the impact on the environment. Finepart promotes and pursues sustainable development and shall therefore actively improve its environmental work.

Resource Efficiency

Finepart's manufacturing processes are designed in such a way that energy and raw materials are used efficiently, and waste and residual products are minimized during production activities.

Precautionary Principle

Finepart supports the precautionary principle by avoiding materials and methods posing environmental and health risks when suitable alternatives are available.

Work Environment

The necessary conditions for a safe and healthy work environment shall be provided for all Finepart employees. As a result, Finepart shall continuously aim to prevent and react to conditions concerning health and safety risks.

Human Rights and Workplace Practices

Human Rights

Finepart supports and respects the protection of internationally proclaimed Human Rights and ensures to not violate these fundamental principles under any circumstances.

Labour

No form of forced, compulsory or child labour is tolerated in Finepart. The minimum age of employment shall correspond with the statutory number established by local law; however, it shall not be less than the completion age of compulsory school. Freedom of association and the right to collective bargaining and agreements shall be respected in all Finepart's operations.

Moreover, the employees are entitled to a written employment contract stipulating the terms and conditions of the employment.

Terms and Conditions

Finepart must pay all wages regularly and on fixed time. Statutory minimum wages established by local law shall be obeyed, however, it shall be interpreted as a minimum rather than a recommended level. In addition, working hours and leave shall follow the praxis according to national laws and regulations.

Non-Discrimination

The employees of Finepart shall always be treated fairly and equally. Hence, harassment and abuse are strictly prohibited at the workplace. No employee shall be discriminated in employment or occupation based on gender, nationality, ethnic origin, religion, sexual orientation, political opinion, age, marital or parental status, union affiliation, social origin, disease or disability. Workplace diversity at all levels is encouraged.

Responsibility of Managers and Employees

Finepart accepts no violation of the Code of Conduct.

It is the responsibility of Finepart's managers to communicate and demonstrate the content as well as the spirit of this document within the organization, and to encourage employees to reveal behaviour that may be non-compliant with these principles. Finepart's managers shall on a regular basis check that the relevant standards are pursued.