

CODE OF CONDUCT | LANAB DESIGN AB

Lanab Design AB enjoys an invaluable reputation for trustworthiness based on consistently conducting business with integrity and in compliance with the law and regulations governing its activities. Our success in business depends on building and maintaining the trust of customers, shareholders, employees, governments and the general public.

GENERAL PRINCIPLES

Lanab Design AB shall

- Comply with laws and regulations of each country in which it operates.
- Demonstrate and promote its commitment to responsible business practice in policies, decisions and activities.
- Integrate the principles of this policy into critical processes

OUR BUSINESS PRINCIPLES

Accounting and reporting

- All financial transaction shall be executed in accordance with generally applied accounting principles.
- Accounting records must show the nature of all transactions in a correct manner.

Anti-corruption

- Lanab Design AB shall not participate in or endorse any corrupt practices.
- Representatives of Lanab Design AB shall not offer customers, potential customers, suppliers, consultants, governments, or any representative of such entities, any rewards or benefits in violation of applicable laws or established business practices stricter than applicable laws, in order to obtain or retain business or to gain any other improper advantage.
- Lanab Design AB employees shall 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.

Company property and recourses

- Lanab Design AB property and resources shall be used for business objectives.
- The property and resources shall not be used for personal gain, fraudulent purposes, or in any other inappropriate manner.
- Customer offering
- Lanab Design AB shall ensure that its products meet all applicable regulatory requirements.
- Lanab Design AB shall design its products with focus on customer fitness for use, saving scares recourses and value to the customer.

Marketing and sales

- Lanab Design AB shall present its products and services accurately and shall comply with applicable regulatory and legal requirements.

Fair competition practices

- Lanab Design AB shall compete in a fair manner and with integrity
- Lanab Design AB shall use legitimate methods to gather information about competitors

PRINCIPLES OF HUMAN RIGHTS AND SOCIAL JUSTICE

Human rights

- Lanab Design AB shall support and respect the protection of internationally proclaimed human rights and make sure the company is not in conflict in human rights abuses.

Non-discrimination

- All employees shall have equal opportunities based on competencies, experience and performance regardless of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, union affiliation, social background or ethnic origin
- All employees shall be treated with respect. Discrimination, physical or verbal harassment, or any illegal treats are not tolerated.

Workplace practice

- The necessary conditions for a safe and healthy work environment shall be provided for all Lanab Design AB employees.

Forced Labour

- Lanab Design AB shall not engage in or support forced, bonded or compulsory labour, nor shall Lanab Design AB require any form of deposit or confiscate identification papers from employees.
- Employees are free to leave their employment after reasonable notice as required by law and contract.

Child labour

- Child labour is not tolerated. The minimum employment age is the age of completion of compulsory school, but never less than 15 year.

Freedom of association

- Lanab Design AB respects the right of all employees to join an association to represent their interest as employees, to organize and to bargain collectively or individually.
- Lanab Design AB shall respect the recognized unions.
- An employee's right to refrain from joining a union is equally respected.
- Lanab Design AB shall notify employee representatives and relevant government authorities, of major changes in our operations as required by law.

Working hour and compensation

- Lanab Design AB shall comply with applicable laws, agreements and industry standards on working hours and compensation.

ENVIRONMENTAL PRINCIPLES

Recourse efficiency

- Lanab Design AB products and processes shall be designed in such a way that energy, natural recourses and raw material are used efficiently, and that waste and residual products are minimized.

Precautionary principle

- Lanab Design AB shall avoid materials and methods posing environmental and health risks when suitable alternatives are available.
- Particular emphasis shall be put on evaluating the potential risks of present and future substances and operations in order to minimize the negative impact on the environment.

RESPONSIBILITY FOR COMPLIANCE

It is the responsibility of Lanab Design AB managers to implement this policy and inform their employees of their rights, duties and responsibilities as well as demonstrate the content and spirit of this document within their respective organization. It is the responsibility of all employees to comply with local law and Lanab Design AB policies. Explicit or implicit approval of questionable actions that are in conflict with the Code Of Conduct will not be tolerated and may result in disciplinary actions up to and including dismissal and legal proceedings.

DEVIATIONS

Deviations from this policy may be approved only by Lanab Design AB Board of Directors.

Board of Directors Lanab Design AB

Lennart Andersson
Chairman

Mikael Andersson

Åke Jansson
Managing Director