

Ergofast AB – Sweden – Code of Conduct

This Code of Conduct is our company's commitment to ethical and responsible business practices.

General:

Ergofast believes we must not only meet the expectations of our customers and consumers, we must exceed these expectations. Our company image and performance is our most valuable asset, and this is determined by our ethical performance, and our compliance with recognized applicable laws. This Code of Conduct applies to all Ergofast's companies and employees, and to fully meet this criteria we have adopted standards so all our business partners comply with all applicable (local) laws and regulations.

Laws and Regulations:

Ergofast will comply to, and follow, all applicable (local) laws and regulations, particularly regarding product safety and environmental issues. We will meet the recognized industry standards for our products and processes.

Transparency:

All company operations are determined by openness towards our partners and customers. All business transactions shall follow, and be documented in accordance to standard bookkeeping principles, and shall be determined by current laws and regulations.

Ethical Performance:

Ergofast's ethically correct performance is based on honesty, respect and integrity and is a foundation for all that the Code of Conduct applies to.

Respect and Consideration:

Contact with partners, suppliers and other parties shall be active and on a regular basis. This will give a clear picture of the current co-operation, and a possibility to gather mutual information. This contact will follow the different guidelines and rules as laid out in this Code of Conduct.

Compliance:

All parties are to strive to fulfill the accepted practices that are established according to national and international law, and the UN charter and regulations.

Respect for Human Rights:

In the countries where Ergofast has established business, the human rights regulations are implemented in the national laws.

In contacts with countries where the rights issues are unclear, Ergofast will perform a Suppliers Evaluation before any agreement is made. The chosen criteria are:

1. National laws and guidelines.
2. The supplier shall respect all issues of Human Rights.
3. Child Labor is not acceptable or allowed under any circumstances.
4. Forced Labor is not acceptable or allowed under any circumstances.
5. Discrimination and Intimidation is not acceptable or allowed under any circumstances.
6. Union and Organizational rights shall be respected.
7. Working Hours and Wages are to follow the guidelines as laid down in the national law.

Environmental issues:

All those affected by this Code of Conduct should strive to uphold the minimum environmental demands that apply in respective countries, and the standards as laid out by Ergofast according to ISO14001.

Ergofast's suppliers and subcontractors shall approach environmental issues and responsible environmental practices with prudence.

They implement policies on managing and improving their industrial processes which are designed to limit the environmental impact.

In particular, they strive in their respective domains to:

- Optimize energy consumption with a view to contributing to the reduction of greenhouse gas emissions.
- Optimize their consumption of natural resources.
- Reduce the quantities of waste released and develop reclamation and recycling solutions.
- Reduce discharges into natural surroundings and other sorts of pollution.

Suppliers and subcontractors encourage the development and distribution of environmentally friendly technologies and work towards achieving the targets listed above.

Reviews and Compliance:

Our Code of Conduct is based on principles laid down in ISO 26000, and is reviewed on a regular basis to maintain the updated conditions. By accepting Ergofast's Code of Conduct the supplier confirms that they will follow this and give Ergofast and their customers the right to review and control to determine that the guidelines are being met.

We ask all partners and suppliers who discover non-compliance to our Code of Conduct, to report this as soon as possible to Ergofast.

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Kristian Henningsson – Managing Director

Ergofast AB

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