

Our Code of Conduct describe our core values and our commitment to ethical business practices, regulatory compliance, social and environmental responsibilities. Our responsibility goes beyond our own activities, which means we also have to take a responsible point of view when doing business, both with our customers as well as our suppliers.

## CERTIFICATIONS

SWERUB AB is ISO 9001 and ISO 14001 certified.  
Our certificates can be downloaded from our website [swerub.se](http://swerub.se)

## HUMAN RIGHTS

For SWERUB AB it is of greatest importance that all people related to our business are treated with respect and dignity.

### Discrimination

Many cultural differences as well as standards exists between countries in the world. We believe that all terms and conditions of employment should be based on an individual's ability to do the job, not based on any other personal characteristics such as ethnicity, gender, sexual orientation, religion or opinion.

### Human trafficking and Forced labor

SWERUB AB will not conduct business with companies or organizations associated with any form of forced labor and human trafficking.

### Child labor

SWERUB AB will not conduct business with companies or organizations associated with child labor in any form.

## EMPLOYEE RIGHTS

At SWERUB AB, it is clear that our employees are the base for the success for the company.  
We are committed to motivate and inspire work environment for our employees.

### Working Conditions

Employees has to be treated within the applicable laws and regulations applicable within the countries SWERUB AB is doing business.

Suppliers should fairly compensate their employees by providing wages and benefits which comply with the national laws of the countries in which the suppliers are doing business.

### Health and Safety

SWERUB AB provides a healthy and safe working environment for all our employees. This statement includes the absence of sexual harassment, sexual abuse, physical reprimands or violence. This also includes absence of toxic levels of pollutants and safe and proper handling of dangerous chemicals.

### Freedom of Union Association

SWERUB AB are following the Swedish law regarding the Freedom of Union Associations.

SWERUB AB will not conduct business with companies or organizations abandoning Association with Labor Unions.

## ENVIRONMENTAL PROTECTION

For SWERUB AB it is very important that our business is managed in a sustainable way with the highest care of the environment possible. In this matter, we are ISO 14001 certified. We are also following the EU Regulations regarding Chemical Substances and Conflict Minerals mentioned earlier in this document.

SWERUB AB will not conduct business with companies or organizations violating the environment in an unsustainable way in any form.

SWERUB AB are following regulations from the European Union regarding used chemicals substances and materials in our production. These regulations are:

REACH (EC 1907/2006)  
Registration, Evaluation, Authorization and Restriction of Chemicals

The RoHS Directive 2 (EU 2011/65) and 3 (EU 2015/863)  
Restriction of the use of certain Hazardous Substances

SVHC Substances of Very High Concern

EU Conflict Minerals Regulation

All documentation about the listed regulations can be downloaded at our website [www.swerub.se](http://www.swerub.se).

## ANTI-CORRUPTION AND BUSINESS ETHICS

SWERUB AB is in every business agreement ensuring that business decisions are made with ethical standards and in compliance with the law. We will reject any form of corruption such as bribery or facilitation payment.

## COMPETITION LAWS

SWERUB AB acts in compliance with Swedish as well as International legislations and regulations regarding fair competition.

Thomas Nilsson  
CEO

SWERUB AB