

Nederman

IMPROVING YOUR WORKSPACE

CODE OF CONDUCT

JULY 2007 EDITION

Our way of acting and doing business

Code of Conduct

Nederman is a global player in working environment products and systems. Our solutions help people by minimising health risks. Our products and systems also contribute towards greater effectiveness and productivity meaning financial benefits for our customers.

Nederman operates in countries around the world. We have different cultures and different backgrounds. We are basically all interested in the success of our company. But to succeed we must grow and develop, both as individuals and as a business. This means we need the same basic view of how we react, act, and think.

- *We must work together and think about the way we work.*
- *We must act professionally.*
- *We will do business with integrity.*
- *We will treat people and the environment with respect.*

Our Code of Conduct is based on these values

- **Honesty**
- **Respect**
- **Trust**

Our responsibilities

We work for a public (stock exchange listed) company where our business and our actions are open to the outside world. As a Nederman employee it is your responsibility to follow the Code of Conduct and our policies. If someone is seen to be acting in contravention of our basic principles and attitudes then they should be reported and dealt with accordingly.

Managers out in the organization are responsible for this being carried out. They are also duty bound to inform Group Management.

Our Code of Conduct adheres to the UN Global Compact Principles in the areas of human rights, labour, the environment and anti-corruption and the OECD Guidelines for Multinational Enterprises.



*Sven Kristensson
CEO, Nederman Holding AB (publ)*

Honesty

- We conduct our business in a trustworthy manner and our clients can always rely on our honesty and the solutions we supply
- We act in a socially responsible manner and always abide by the laws, customs and traditions of the countries in which we operate
- We contribute with honesty and responsibility for the benefit of the development of our organisation
- We meet our contractual obligations, and we always charge for our products and services in an honest way
- We never hide facts – we have the courage to be truthful and realistic
- We do not support any payments or bribes, “kickbacks”, money, gifts, loans or other favours which may affect our business and reputation in any way
- We do not support any other activity that would similarly degrade the reputation and integrity of Nederman
- We support international and local efforts to eliminate corruption and financial crime



Respect

- We support fundamental human rights founded on respect for the dignity and worth of each individual, regardless of race, colour, gender, language, religion, opinions, origins, wealth, birth status or ability
- We adhere to missions that advocate the protection of children's rights, to help them meet their basic needs and to expand their opportunities to reach their full potential
- We treat our colleagues, customers and other partners with respect, dignity, fairness, and courtesy
- We respect the opinions of our colleagues, customers and other partners. We treat them with respect even if we are of different opinions
- We work for indiscriminating and open-minded working conditions
- We try to balance work and private life, and help others to do the same
- We strive constantly to develop our professional talents and abilities and support our colleagues in this work
- We will make sure our working environment is safe for our employees
- We work towards minimizing any negative effects on the environment



Trust

- Everyone in the organisation supports Nederman and the company's values for a strong future development
- Our customers must be able to trust Nederman in every aspect. We must all strive to uphold the very best reputation
- We perform what we promise to perform, knowing that when everyone pulls in the same direction we ensure a prosperous future
- We offer / sell only the solutions and services we know we can deliver and strive to deliver no less than our commitments
- We realize the importance of confidentiality and privacy of our customers and colleagues. We do not use confidential information for personal use
- We disclose confidential information or personal data only when necessary and when the appropriate approval has been obtained



How do I know that I am acting according to the Code of Conduct?

Consider these questions

- Are your actions and behaviour against the Nederman Code of Conduct?
- Are your actions damaging Nederman's reputation?
- Are your actions damaging your personal reputation, your family etc?
- Are you risking your job?
- Does it feel right?
- How would it look in the newspaper, on the TV etc?
- Is there an alternative action that does not pose a conflict?
- Can you sleep well at night?



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