



Code of Conduct

Corporate Social Responsibility

Foreword

Tetrafix AB is committed to a Code of Conduct which describes our intention on how to behave when we do business and how we interact with our stakeholders. We seek to ensure that all our suppliers operate in compliance with our requirements. Tetrafix AB's Code of Conduct is the corporate policy and general reference document on ethical issues and for appropriate business practices.

Tetrafix AB Code of Conduct

Tetrafix AB enjoys a reputation for corporate trustworthiness among its stakeholders, based on consistently conducting business with integrity and in compliance with the laws and regulations governing its activities.

General principles

Tetrafix AB shall:

- comply with the laws and regulations of each country in which we operate
- demonstrate and promote its commitment to responsible business practice in policies, decisions and activities
- Integrate the principles of this policy into critical processes
- be positive to develop in this area
- develop in this area.

Requirements on business partners

Tetrafix AB prefers to work with component suppliers, consultants, distributors and other business partners that share the principles expressed in this Code of Conduct. Tetrafix AB encourages its business partners to apply standards of business conduct consistent with the principles of this Code of Conduct.

Business principles Accounting and reporting

All financial transactions shall be reported in accordance with generally accepted accounting practices, and the accounting records must show the nature of all transactions in a correct and non-misleading manner. Tetrafix AB shall report in a transparent, truthful and timely manner with the aim of conveying a true view of the Tetrafix AB's performance.

Anti-corruption

Tetrafix AB shall not participate in or endorse any corrupt practices. Representatives of the Tetrafix AB shall not offer customers, potential customers, suppliers, consultants, governments or others, 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. Tetrafix 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. All representatives of the Tetrafix AB shall conduct their private and other external activities and financial interests in a manner that does not conflict or appear to conflict with the interests of Tetrafix AB. Employees' private interests shall not influence, or appear to influence, their judgement or actions in performing their duties as representatives of Tetrafix.

Company property and resources

Tetrafix AB's 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.

Taxation

Tetrafix AB shall comply with the tax laws and regulations of each country in which it operates.

Customer offering

Tetrafix AB shall ensure that its products meet all applicable regulatory requirements. Tetrafix AB shall design its products with a focus on our core values of quality, innovation and environmental care.

Marketing and sales

Tetrafix AB shall present its products and services accurately and shall comply with applicable regulatory and legal requirements. Tetrafix AB shall not make false statements or provide misleading information regarding its products or their performance, including the safety and environmental attributes of the products.

Fair competition practices

Tetrafix AB shall compete in a fair manner and with integrity. Tetrafix AB shall not exchange information or enter into agreements or understandings with competitors, customers or suppliers in a way that improperly influences the market place or the outcome of a bidding process.

Principles of human rights and social justice Human rights

Tetrafix AB shall support and respect the protection of internationally proclaimed human rights and make sure the Tetrafix AB is not complicit 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 threats are not tolerated.

Workplace practice

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

Forced labour

Tetrafix AB shall not engage in or support forced, bonded or compulsory labour, nor shall Tetrafix 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 and needs to comply with the laws and regulations of each applicable country.

Freedom of association

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

Working hours and compensation

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

Environmental principles & Resource efficiency

Tetrafix AB products and processes shall be designed in such a way that energy, natural resources and raw materials are used efficiently, and waste and residual products are minimized.

Precautionary principle

Tetrafix 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 of Managers and Employees

It is the responsibility of Tetrafix AB managers to communicate and demonstrate the content as well as the spirit of this document within their organizations, and to encourage employees to reveal behaviour that may be non-compliant with these principles.

Corporate Social Responsibility requirements for suppliers

Tetrafix AB has a reputation for corporate trustworthiness, based on consistently conducting business with integrity and in compliance with the laws and regulations governing its activities. In the same spirit, we want our suppliers to adopt the principles in our Code of Conduct or similar principles. Suppliers of materials and services play a vital part in the development and manufacturing of Tetrafix AB's products.

All suppliers and contractors should have knowledge of Tetrafix AB Code of Conduct, coupled with internal working procedures including the following aspects;

- The principles described in the Code of Conduct should be the minimum level to be used in relations to their employees, business partners and other stakeholders
- Take responsibility for their sub-suppliers for deploying these requirements through their supply chain
- Maintain an open dialogue with Tetrafix AB concerning achievements, trends and possibilities for Corporate Social Responsibility improvements
- Have a system in place to ensure compliance with the principles outlined in the Code of Conduct.

Each Business Area of Tetrafix AB is responsible for evaluation of the requirements to its suppliers as well as clarifying the contact persons and channels of information to its suppliers.