

Ework Group Code of Conduct

The Ework Group Code of Conduct is a compilation of the rules and guidelines that form the basis for our activities and for our relations with our clients, business partners, employees and other stakeholders. The Ework Group Code of Conduct applies equally to both employees, the Group's Board of Directors and Suppliers.

The Ework Group Code of Conduct is based on the UN Global Compact's 10 principles for businesses in the areas of human rights, labor issues, the environment and anti-corruption.

Principles

- Ework Group follows the laws and regulations and respects the cultures and traditions in every country in which the company is active.
- Ework Group does not offer benefits that are in violation of the law or contrary to good commercial practice.
- Ework Group employees are to observe good commercial practice and act ethically in all their business undertakings and relations with stakeholders.
- Ework Group employees must not accept payments or other forms of remuneration from a third party that may affect or may be perceived to affect their objectivity when making commercial decisions.
- All financial transactions are to be reported in accordance with generally accepted accounting principles.
- Accounting records must describe all transactions in a manner that is correct and not misleading.
- Employees and directors of the company are to pursue their own personal and/or economic interests in a way that does not conflict with and cannot be perceived to conflict with the interests of Ework Group.
- Ework Group adopts a neutral position as regards political parties and candidates seeking political office.
- Ework Group seeks to maintain a continuous dialogue with its stakeholders.
- Ework Group supports and respects measures to protect internationally recognized human rights.
- Ework Group encourages diversity in the workplace.
- Ework Group does not tolerate any form of forced labor or child labor.
- Ework Group recruits and looks after all employees without discrimination on the grounds of gender, faith, age, disability, sexual orientation, nationality, political conviction, trade union affiliation and social or ethnic origin.
- The right to freedom of association is to be respected in all business activities. All employees have the right to a safe, healthy work environment.
- Ework Group is to play its part in creating more sustainable development both through Business partners by informing them and make them aware of the Ework



Group's commitments and expectations and through Ework Groups own business activities.

2017-10-17

A handwritten signature in black ink, appearing to be 'Zoran Covic', written over a horizontal line.

Zoran Covic

Ework Group AB