



Code of Conduct

Introduction



At Hanssons Hus Entreprenad (H2), we have a strong focus on how our employees, suppliers and subcontractors act in the workplace. It is together that we create our total quality on our projects. We value long-term and sustainable relationships and that we want to contribute to a healthy and honest construction industry. Free from inappropriate and illegal behavior.

Our code of conduct is based on the ten principles of the UN Global Compact, the UN Declaration of Human Rights, the UN Global Goals for Sustainable Development and the ILO's core conventions on rights in working life. This code of conduct is also based on the documents "Agreement to combat bribery and corruption" (ÖMK), the Construction Companies 'Code of Conduct and the Community Builders' ethical guidelines.

Finally, the code is also based on our vision and values, which are about having business acumen and long-term sustainable projects and relationships. We strive to be flawless and deliver total quality from start to finish throughout our value chain.

We work according to four focus areas to achieve just this:

- o We will offer and leave projects with new and sustainable solutions that have a high quality.
- o We must have committed, knowledgeable and prosperous staff, who feel that we are an employer with decent conditions and high ceilings.
- o We must have safe workplaces, for everyone who lives in and around the area in which we operate.
- o We must be resource efficient and reduce our CO2 impact, at all stages of our value chain; from planning process, building permit, design, production, handover and management.

About the code of conduct



The code of conduct has been decided by our CEO, Rikard Hansson and applies to everyone who works for Hanssons Hus Entreprenad AB. The code describes how we should act in different situations and towards each other, in an ethical, legal and trustworthy way. We also demand that the code of conduct be respected and followed by our suppliers, subcontractors and partners or others who stay at our workplaces. By signing the agreement, each party has undertaken to work to comply with this. We at H2 believe that trust, honesty and respect, as well as having an open and constructive dialogue, are values that should permeate our code of conduct.

How the code of conduct is to be complied with and followed up:

- o Our employees, suppliers and subcontractors as well as partners are expected to follow our code of conduct at our workplaces.
- o Our suppliers and subcontractors who deliver goods and services to H2 Entreprenad agree with the code of conduct.
- o If an employee, supplier, subcontractor or other partner feels uncertain about the application of this code of conduct in daily work, he or she can receive guidance from the Sustainability Manager or HR Manager at H2.
- o Suppliers and subcontractors monitor compliance with the code of conduct with their subcontractors.
- o If necessary, a supplier or subcontractor must be able to document compliance with the code of conduct at H2`s request. Such documentation can be a self-declaration, follow-up meetings or inspections at facilities. H2 may engage a third party to perform any inspection.
- o The supplier or subcontractor is obliged to name and provide contact information for all subcontractors that H2 wants to inspect.
- o In the event of, or suspicion of, ethical violations or violations of the Code of Conduct, employees, partners, suppliers or subcontractors must inform H2 as soon as possible so that we can jointly prepare a plan to remedy the violation.
- o If an employee at H2 does not act in accordance with the code of conduct, it leads to corrective measures. If a supplier, subcontractor or partner repeatedly or seriously violates the Code of Conduct, the collaboration may be terminated.
- o We also want to be there to share our knowledge, and you as a supplier, subcontractor or partner can always contact us.

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Laws and regulations

Complying with current laws and regulations is the basis for a functioning society and a matter of course for H2.

- o National laws and regulations related to employees, suppliers, the subcontractor or partners' industry and labor laws as well as international conventions on social conditions, working conditions, child labor and environmental protection are respected.
- o Never disclose personal information unless an employee or business partner needs it for a legitimate business need. If information needs to be disclosed, it must be handled in accordance with current GDPR legislation.

Business ethics and business principles

We want to promote competition and equal treatment of companies and other actors and work together to ensure that the construction sector is open and transparent.

Anti-corruption

- o Act and make decisions without regard to personal or close relatives' gain. Do not use relationships with business partners for personal gain.
- o Strict attitude to so-called contact and relationship-building measures in the form of, for example, gifts, meals, sponsorship or travel. The measures should be seen as moderate.

Transparency

- o All forms of business relationships where some form of compensation or cost coverage occurs are documented. Relevant documentation such as agreements, related reports, invoices and more preserves.

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Healthy competition

- o Act for healthy competition in tenders, procurement and purchasing and counteract undue influence, bribery, price collusion, cartels, abuse of market dominance and various types of manipulation of tenders with the aim of distorting competition.
- o Cooperation with other parties within the framework of an assignment is characterized by correct business relations, clear agreements and mutual respect.
- o A player in the public construction sector carries out its assignment professionally and within the framework of good business practice. All assignments are carried out with such skills and resources as are needed for the task.
- o Follow decisions from ARN (General Complaints Board) or decisions in court.
- o Do not damage the reputation of other parties or colleagues by commenting critically on their circumstances unannounced and without objective reason.
- o Does not engage or cooperate with unscrupulous actors. So-called undeclared work must be actively counteracted.
- o Everyone who stays and performs the work at H2 workplaces must register in the personnel register.

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Human Rights

Working for people's equal rights, promoting diversity and having a culture free from discrimination or discrimination is among the most important things for us at H2.

Diversity and equal treatment

- o Do not accept any form of discrimination or discrimination and promote the equal value of human beings. All are covered by equal rights and opportunities regardless of gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, functional variation, union membership, political affiliation or age.
- o Measures must be taken to protect workers from sexually abusive, threatening, insulting or exploitative behavior and from discrimination or dismissal on unjustified grounds, e.g. marriage, pregnancy or parenthood.

Prohibition of child labor

- o Exploitation of children is unacceptable. A person under the age of 18 is considered a child according to the UN Convention on the Rights of the Child.
- o The employer protects employees under the age of 18 from dangerous work tasks that may pose a risk to their safety or health.
- o The employer does not employ children under the age of 14 for any type of work.

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Forced or involuntary work is not accepted

- o There must be no forced labor, restricted or involuntary imprisonment in the workplace. The work is voluntary, and the employee must be able to leave the workplace after completing the work shift.
- o Employees are also not obliged to submit deposits or identity documents to their employer.
- o An employee must be able to leave his employer after reasonable notice.
- o Illegal labor may not be used.
- o Overtime must be limited and voluntary.

Reasonable working conditions

- o An employer does not have terms of employment that are subject to national law.
- o Minimum wage and working hours follow the national legislation where the work is performed.

The right to freedom of association and collective agreements

- o Employees have the right to freedom of association and collective bargaining. And
- o If employees have a collective agreement, this is respected.
- o Employers do not disturb or hinder the formation of trade unions or collective bargaining.
- o Employee representatives can perform their representative functions in the workplace.
- o In countries where the right to freedom of association and / or collective bargaining is limited by law, the employer facilitates and does not hinder the development of alternative forms of independent and free association and / or collective bargaining within the framework of laws and regulations.

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Safe and secure workplace

A safe workplace is a prerequisite for us at H2 to be able to continue to run our business and we want to do everything we can to keep the number of accidents and deaths at zero.

- o Work to develop the work environment and benefit the health of employees, to prevent and proactively work against injuries and illness in the workplace.
- o Physical violence, punishment, or threats, are prohibited. The same applies to sexual or other harassment and verbal abuse.
- o Employees, suppliers, subcontractors and partners are involved in the work environment work.
- o There is zero tolerance for alcohol and drugs during working hours.
- o Everyone follows H2's internal work environment policy and Rules of Procedure and Protection when staying at H2's workplace.
- o At H2's workplaces, there is essential equipment, which is used by everyone who is at the workplace.
- o Employees have relevant safety training for the work performed at H2's workplaces.

Environment

We at H2 work actively to reduce our environmental impact and we want to take responsibility for affecting our entire value chain. We work actively with the issues and prioritize suppliers who do the same.

- o Material resources are used efficiently, waste is prevented and the climate impact is reduced
- o Work with proactive environmental work and work with continuous improvement
- o Work to prevent the release of harmful substances or substances that could adversely affect human or animal health.
- o Looks at circular flows as an opportunity and wants to enable circular processes.
- o Measures to minimize harmful effects on human health and the environment must be taken throughout the value chain.

Confirmation and signature



I hereby confirm that I have read and understood H2's code of conduct and agree to follow this.

Date:

Signature:

Name clarification:



Tillsammans gör vi morgondagens byggföretag!

Det är du och dina kollegor som kan skruva
och justera i vårt maskineri för att finodla och
renodla våra processer så vi rör oss i rätt
riktning allesammans.