

Corporate Social Responsibility (CSR) Policy & Code of Conduct

EFG for sustainable development

In EFG we are aware of that our business operations affect the world around us. A responsible approach to CSR issues is therefore embedded and implemented in all aspects of our operations. This policy formulates the ethical demands we make on ourselves, and which we assume all our business partners respect. The policy is used as a means of control when signing internal and external agreements.

Our CSR policy and code of conduct is implemented by all employees in EFG.

Objective

With its CSR policy, EFG aims to contribute to sustainable development in our society, to strive responsibly to minimize the negative impact of our decisions and activities. We will act ethically, frankly, and with consideration for the expectations of the world around us. EFG adheres to applicable legislation and regulations, taking into account international standards and values.

EFG utilises the UN "The Global Compact" as a basis for its CSR-policy.

Human rights policy

The principle for EFG:s view on *human rights* is based on principles 1 and 2 i The Global Compact:

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence; and

Principle 2: Make sure they are not complicit in human rights abuses.

At EFG this means that we support and respect the principals protecting international human rights within our sphere of influence. We shall ensure that our company is not a party to abuses of these rights.

In contacts with customers, suppliers and the outside world, EFG co-workers shall act in an ethical manner with strict business ethics, thus avoiding involvement in relations and activities that violate human rights.

Policy for labour standards



The principal for EFG's view on *labour standards* is based on principles 3, 4, 5 and 6 in the The Global Compact:

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labour; Principle 5: The effective abolition of child labour; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

At EFG this means creating working conditions that correspond to these principles and abiding by applicable legislation and regulations. EFG will abstain from business that breaches these principles.

All co-workers shall be given the opportunity to develop the skills required to handle the task and to promote their careers.

To raise diversity in our workgroups and to contribute to the public welfare, EFG offers trainee positions to new arrivals to Sweden. The aim of the trainee positions is to raise the trainees' employability in the Swedish labour market meanwhile EFG's employees will be enriched with cultural exchange.

Policy for the environment

EFG is certified according ISO14001. The principle for EFG:s view on the *environment* is based on principles 7, 8 och 9 in The Global Compact:

Principle 7: Business should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

At EFG this means that business operations shall consider risks from an environmental perspective. We shall be familiar with global environmental issues and aim to take advantage of opportunities for direct positive impact in our business.

All the materials we use shall come from suppliers who actively work to ensure that materials are sound. As far as practically possible , wooden materials shall originate from FSC certified companies.

All packaging shall be reduced to a level that is sufficient to avoid damage to the products. All packaging shall meet durability requirements and, after usage, be recyclable or reusable.

Where practically viable, all products shall be recyclable, and a plan shall be made to enable recycling or recovery of worn-out products.

Within EFG, we work to support our customers, to resell returned products or donate them to non-profit organizations in a responsible and sustainable way.

Environmental issues shall be central to our product development and how we plan our operations where there are significant environmental effects.

Policy against corruption

The principle for EFG:s view on *corruption* is based on principle 10 in **The Global Compact:**

Principle 10: "Businesses should work against corruption in all its forms, including extortion and bribery."

At EFG this means that we should demonstrate honesty and integrity in the interplay among co-workers, EFG's partners and the world around us.

None of EFG's co-workers may receive or make payments, gifts or similar remunerations which can influence, or appear to influence, objectivity during business decisions.

EFG shall pursue its business in full accordance with legislation and regulations which encourage free trade and competition.

No co-worker may carry out work, or practice business, which competes with or deals with EFG.

Co-workers who find themselves in a situation, which they may risk a conflict of interests with EFG's policy, should report it immediately to management for handling of this conflict.

Observance

Observance of EFG:s CSR-policy och code of conduct is a matter for the group executive board. Moreover, managers are duty bound to guarantee that all co-workers and business partners in their area of responsibility are informed about policy content, and that observance is a requirement.

This CSR policy is effective from 2009-09-17 and will be revised and updated as necessary to ensure that it is in line with the company's purpose and society's expectations.

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