

FM Mattsson Mora Group Code of Conduct

Background

Our goal is to be the first choice when it comes to mixers and accessories for kitchens and bathrooms and other spaces where water is used. We strive to have the industry's most satisfied customers, and motivated employees and to create sustainable and profitable growth.

Our vision is to be industry leader in environment and sustainability. Sustainable business involves work in several dimensions. Among other things, we are actively working to develop more sustainable products, to purchase responsible and to minimize any adverse environmental impact.

Our values - customer value, dedication and respect - guide us in everyday life. Together with our Code of Conduct that summarizes our overall guidelines for responsible action, they are a framework for how we behave every day.

Our code of conduct is based on:

1. United Nations Universal Declaration of Human Rights and Associated UN Conventions
2. The ILO's basic principles concerning rights in working life
3. OECD guidelines for international companies
4. UN Global Compact: 10 principles regarding human rights, labour rights, environment and corruption
5. ISO 9001 and ISO 14001 for quality and environmental management

Scope

Our code of conduct applies to all Group employees and business partners.

Our Code of Conduct is used to evaluate business partners.

Compliance with laws

We will always meet the legal requirements and regulations in the countries in which we operate. The same requirements apply to our business partners. If the Code of Conduct and Legislation conflict with each other, it is the law that prevails.

Follow-up of compliance

We continuously monitor that our business complies with our commitments in the Code of Conduct.

Reporting malpractice

If you or your employees consider that we do not act in accordance with our Code of Conduct or that our business partners do not comply with the terms of the Code of Conduct, we encourage you to contact us using the web form at www.fmm-mora.com

Follow-up of supplier compliance

By approving our Code of Conduct, the supplier promises to follow it and gives us and our customers the right to verify compliance with the Code of Conduct through different types of inspections.

A supplier who signs an agreement with us shall be responsible for implementing and following up compliance with our Code of Conduct, in all applicable parts.

Business Ethics

Our conduct in all situations, regardless of country or market, shall be characterized by responsibility and respect for business partners and local communities in which we operate. Ethical conduct and good business practice are crucial for our development and profitability. We will influence our business partners only with commercial arguments. The goal is to develop long-term stable business relationships where we are considered a responsible and professional partner.

Fair competition

We never enter contracts or agreements - either explicitly or implicitly, verbally or in writing - with a competitor regarding pricing, discounts, promotions, bids, sales terms or sales territory. We do not exchange sensitive market information with our competitors, either directly or through industry organizations or business partners.

Bribes

Bribery corruption and any other form of corrupt conduct are strictly prohibited. Neither we as a company or anyone acting on our behalf, will grant, offer or promote payments, gifts or other benefits that may affect or be perceived to affect the objectivity of a business decision or a public authority decision. Correspondingly, neither we as a company nor anyone acting on our behalf, will accept, receive or request gifts or other benefits.

Conflicts of interest

Conflicts of interest between us and our business partners should be avoided. Examples of conflicts of interest are personal financial interests, purchases from or sales to family members or close friends. We always put the company's interests in front of personal interests.

Human rights and working conditions

We work actively to treat our employees fairly, equally and with respect. We expect our business partners to act in the same way against their employees.

Child labour

Every child should be protected from being economically exploited and from performing work that may be harmful to the child's physical or mental health or adversely affect the child's ability to education.

A child in this context is a person under the age of 15. If relevant national legislation prescribes a higher age, it is the age that applies.

We do not accept child labour and expect the same from our business partners. If it is found that a child produces products, the employer must act on the behalf of the best interests of the child. Our partners are expected to work together to reach a satisfactory solution that improves the situation of the individual child.

Forced labour

No form of forced labour or work linked to any form of punishment may occur. We expect the same from our business partners.

Freedom of association and collective bargaining

We respect employee rights to organize, or to not organize, trade unions and negotiate collectively or individually in accordance with local laws. No employee should risk harassment or reprisals to exercise these rights. We expect the same from our business partners.

Employment contracts, employment terms and remuneration

We will ensure that employment contracts, terms of employment, salary and benefits comply with national law. We expect the same from our business partners.

Discrimination, harassment and diversity

We value and promote diversity and gender equality. We are opposed to all forms of discrimination, harassment and degrading treatment. The reason for our human vision is respect for each person's unique and equal value.

We shall act to take active measures to achieve equal rights and opportunities in working life irrespective of gender, sexuality, ethnicity, religion or other beliefs, and in particular to counter discrimination on these grounds.

We expect the same from our business partners.

Alcohol and / or drug abuse

To create safe and secure workplaces, it is necessary to take measures to prevent adverse consequences. Use of alcohol or other drugs during working hours is not permitted. The purpose is to prevent ill health, accidents, misuse and, if necessary we will provide support and rehabilitation. We expect the same management with our business partners.

Consumer interest

We support and encourage sustainable innovations to meet customer demand. We guarantee that the Groups products and services meet appropriate security requirements and expect the same from our business partners.

Responsible mineral extraction

We comply with applicable laws and regulations regarding the handling of conflict minerals. Conflict minerals are minerals from high-risk areas and conflict-affected areas, the use of which directly or indirectly contributes to the financing of armed groups that are expected to commit serious human rights violations. Goods delivered to us must comply with the requirements of applicable laws and regulations on conflict minerals.

Health and Safety

We work systematically for a safe and healthy work environment and we expect the same from our business partners. Risks that can lead to accidents or impaired health should be handled promptly.

Working environment

Our work environment activities are based on national legislation in the countries in which we operate. For us a safe work environment means, for example, that workplaces are kept clean, that machinery used in production is safe and that instructions for personal protection and work equipment are complied with. We expect the same of our business partners.

Security

Hazardous materials and hazardous equipment must be stored, handled and transported in accordance with applicable legislation. Emergency exits should be clearly marked. Outputs may not be blocked and should be well-lit. All workers and visitors should be informed about security measures, such as emergency exits, fire extinguishers, first aid equipment, etc. We expect the same of our business partners.

Environment and quality

We actively work to reduce any adverse environmental impact from our operations, focusing on production, products, transport, energy use and waste. We prioritize quality and the environment throughout our business. We will comply with statutory environmental requirements that apply in each country of operation, and expect the same of our business partners. We are ISO 14001 and 9001 certified and recommend our business partners to implement environmental and quality management systems or similar systems. We actively work with development and innovation of environmentally smart products and technologies. All stakeholders' expectations are considered in quality and environmental issues. This means that the dialogue with business partners is a source of renewal and improvement.

Fredrik Skarp
CEO
FM Mattsson Mora Group