

FM Mattsson Mora Group Code of Conduct

Background

Our Vision is to be the customers first choice in bathrooms and kitchen. We strive to have the industry's most satisfied customers, and motivated employees and to create sustainable and profitable growth by focusing on the Customer offer, People and Culture, Sustainability and Efficiency.

Our business idea is to offer strong brands with a WOW-feeling that customers will pay a premium for. Our values – The customer comes first, We win together, I step up - 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

Scope

Our Code of Conduct applies to all group employees.

Our Code of Conduct can be used to evaluate business partners and constitute mandatory requirements for a collaboration to be able to begin or continue. This applies to the Code of Conduct as a whole or in certain parts to be included in contract documents, other letters or documents.

Compliance with laws

We will always meet the legal requirements and regulations in the countries in which we operate. If the Code of Conduct and legislation conflict with each other, it is the law that prevails.

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

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 sustainable development and profitability. We will influence our business partners only with commercial arguments. The aim 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 receive, grant, offer or promote undue payments, gifts or other benefits that may affect or be perceived to affect the objectivity of a business decision or a public authority decision.

Conflicts of interest

Conflicts of interest between us and our business partners should be avoided. We always put the group'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. 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.

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.

Employment contracts, employment terms and remuneration

We will ensure that employment contracts, terms of employment, salary and benefits comply with national law.

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.

Alcohol and / or drug abuse

To create safe and secure workplaces, it is necessary to take measures to prevent adverse consequences. To use or be affected by alcohol or other drugs at workplace is not permitted. The purpose is to prevent ill health, accidents, misuse and, if necessary we will provide support and rehabilitation.

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.

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.

Safe products

We guarantee that the Group's products and services meet appropriate safety requirements in the markets in which we operate.

Disclosure of Information

Information regarding financial results and position and other information that by its nature is price-sensitive information shall be disclosed in compliance with current laws and made or authorized by the Group CEO or CFO. Disclosure of such information shall be made on time, be reliable, correct and up to date.

Quality and Environment

FM Mattsson Mora Group will contribute to measurable and sustainable development with the highest possible quality through systematic environmental and quality work.

We will continuously improve quality as well as increased recycling, customer value, target fulfillment and profitability.

We shall work in-house, or through collaborations with others, to reduce our total environmental impact from both our operations and products in order to protect the environment and human health.

Our employees shall have knowledge of our environmental aspects as well as environmental and quality targets. Appropriate training shall be offered to our employees for them to be able to contribute to the group strategic targets and prioritized initiatives and continuous improvements.

All stakeholders and business partners shall, through appropriate channels, have the opportunity to take part in our environmental and quality targets so that they too can contribute to the strategic targets and prioritized initiatives and adapt to the requirements we set.

This code of conduct is reviewed annually and revised if necessary by the Group's management team and approved by the CEO.

Fredrik Skarp
CEO
FM Mattsson Mora Group