



Basic values, policies and ethical guidelines

- We put our customers' needs and requirements first.

"Flodins Filter AB provides development, design, manufacture and sale of air filter units for protection of humans and equipments in different applications. We shall, both internally and externally, deliver products, services and filters that completely meet the customer's quality demands and delivery requirements. Our product quality shall be guaranteed by continually working to improve the organisation, production, products and quality management systems. We shall have an operations management that ensures compliance with applicable customer and regulatory requirements for all our products and processes." (Our Quality Policy)

- We work professionally and strive for long-term profitability.

Our profitability is key to the company's survival and ability to develop. Hence, we must all work professionally and focus on profitability, regardless of our role and wherever we work.

- We comply with legislation and regulations.
- We support the values expressed in the United Nations' principles on human rights, labour rights, the environment and fighting corruption (**UN Global Compact**).

This means that:

- We support internationally established human rights and the prohibition of child labour.
- We respect the right of all employees to be represented by unions and other employee representatives, and the right to collective bargaining and agreements.
- We do not discriminate employees based on gender, religion, age, disability, sexual orientation, nationality, political views or social or ethnic background, whether in regards to employment or workplace tasks.
- We strive towards creating a good working environment with safe workplaces.

"Flodins Filter AB shall, in addition to legal and other external requirements, work to prevent illness, bullying, accidents and other risks. We investigate work-related illness, accidents and incidents to avoid recurrence. We consider the working environment when making investments or other changes. We strive to ensure our staff feel satisfaction with their work and are able to develop professionally. Each employee shall in their daily work show personal responsibility for occupational health and safety and the environment, and be observant of potential risks or threats to a healthy working environment." (Our Working Environment Policy)

- We work actively to ensure that our environmental impact is as small as possible.

"Flodins Filter AB shall, in addition to commitments, legal and other external requirements, strive to promote active environmental work. We shall, in the development and production of filters, work to ensure that the business decreases its impact on the environment, and to prevent pollution. Customers and suppliers are key players in our environmental work. Our environmental policy shall form the basis for the objectives of our work to improve our environmental impact." (Our Environmental Policy)

- We have healthy relationships with our business partners and do not participate in any illegal industry collaborations. The company is politically neutral.

Our external relationships shall be characterised by integrity and responsibility. We do not offer customers, potential customers, authorities or other government representatives rewards or benefits in violation of applicable legislation or what can be considered reasonable or accepted marketing or business practices. Our staff do not accept gifts, benefits or payments that can affect the objectivity of business decisions.

- We shall choose suppliers who, based on publicly available information, can be assessed as complying with applicable legislation, and who live up to the principles of UN:s Global Compact.

These updated policies and ethical guidelines were established in
Lysekil, Sweden, on August 20th 2018

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Claes Stjernfelt, Managing Director