

Fagerhult Group

# Code of Conduct

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|                              |   |
|------------------------------|---|
| ■ Introduction               | 1 |
| Our Group Core Values Our    | 2 |
| Sustainability Agenda Our    | 3 |
| Business Principles          | 4 |
| Reporting and Whistleblowing | 7 |

Our global presence demands that our employees and business partners take responsibility – for themselves and others.

We have therefore created a set of rules, our Code of Conduct. Everyone in our Group is obligated to follow it, our employees, board members and management.

We also pass the code on to our business partners and inform them that we expect them to adopt the Code of Conduct and follow it themselves.

# Introduction

|                              |   |
|------------------------------|---|
| Introduction                 | 1 |
| ■ Our Group Core Values      | 2 |
| Our Sustainability Agenda    | 3 |
| Our Business Principles      | 4 |
| Reporting and Whistleblowing | 7 |

# Our Group Core Values

## Curious Creators

We believe that a strong culture is important when it comes to success and to live up to high ethical standards. Our culture is built on our core values that we have defined together; Curious Creators, Committed Together and Aim Higher.

## Committed Together

Our core values characterise who we are and what we do, how we treat each other, how we recruit employees and how we evaluate achievements as well as how we build good leadership.

## Aim Higher

”Curious Creators that are  
Committed Together to Aim Higher”

|                              |   |
|------------------------------|---|
| Introduction                 | 1 |
| Our Group Core Values        | 2 |
| ■ Our Sustainability Agenda  | 3 |
| Our Business Principles      | 4 |
| Reporting and Whistleblowing | 7 |

# Positive Change for Better Living

We find it crucial to contribute to a sustainable development. We strive to always do our best and in a responsible manner make sure that we treat people well and that we continuously lower the negative impact on the environment.

## Focus Areas

- 1. Responsible Relations
- 2. Responsible Operations
- 3. Circular Solutions
- 4. Knowledge Leader

Our sustainability agenda ‘Positive change for better living’ is an integrated part of our business strategy and our daily operations. It also defines our four focus areas with long-term ambitions and defined activities.

We are acting and working determinedly to contribute to the Sustainable Development Goals within the UN Agenda 2030 and we have made ambitious commitments to reach the 1.5 degree target from the Paris Agreement and to be a climate-neutral organisation by no later than 2045.

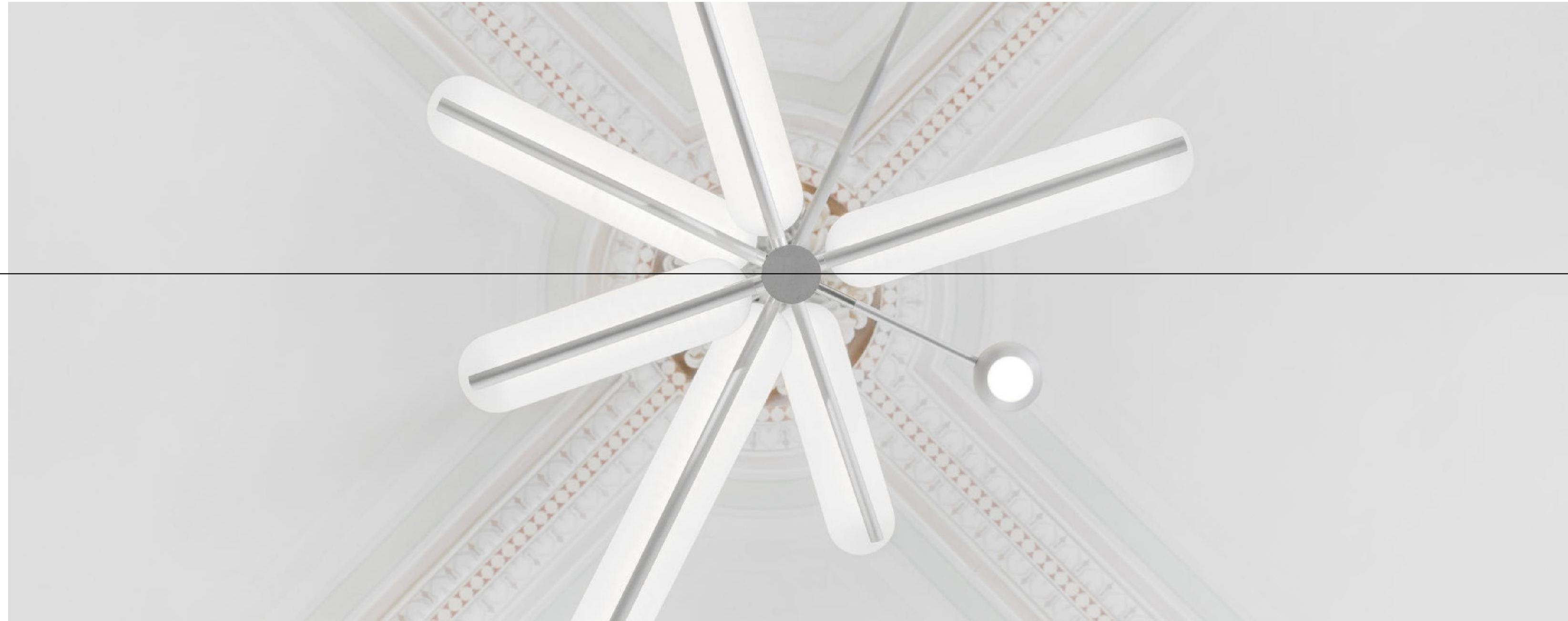
Our work with sustainability is an ongoing process, a process that is and remains a natural part of our everyday work.



|                              |   |
|------------------------------|---|
| Introduction                 | 1 |
| Our Group Core Values Our    | 2 |
| Sustainability Agenda        | 3 |
| ■ Our Business Principles    | 4 |
| Reporting and Whistleblowing | 7 |

# Our Business Principles

As Fagerhult Group, we must act as a reliable and honest business partner. We believe in long term business relationships, where together with our partners, we lay the foundations for strong and sustainable results for our business and for the environment and society in which we operate. Our Code of Conduct is communicated to our stakeholders as a natural element of our relationship.



|                              |   |
|------------------------------|---|
| Introduction                 | 1 |
| Our Group Core Values Our    | 2 |
| Sustainability Agenda        | 3 |
| ■ Our Business Principles    | 4 |
| Reporting and Whistleblowing | 7 |

Laws and Rules

In countries where we operate, the laws and regulations of that country must be followed. We respect and follow rules on competition, environmental legislation, labour laws, data protection, agreements and other provisions that affect our operations.

We must not offer business partners or other stakeholders rewards or benefits that contravene relevant laws or reasonable and accepted business practices.

We must refrain from taking part in any form of corrupt business practices and our business connections must be characterised by impartiality.

The employee that gets invited to events arranged by suppliers, for example factory tours and study visits, needs approval to attend these from their manager.

We will pay for our own travel and living expenses.

Neither Fagerhult Group, nor any of its employees, may accept personal gifts or services exceeding a set level, or take part in entertainment in excess of normal business practices.

Personal Relationships at Work

As in any large organisation some employees may be in, or form, close personal relationships with other employees in the company. In such cases, it is important to appreciate that they can create actual or perceived conflicts of interest or favouritism.

Persons in intimate or family relationships should not work within the same part of the organisation, nor have any hierarchical dependency relationship. A person in a leading position, like a Managing Director, may not have a close relationship with any other employee in the company and persons working in HR, payroll and finance should not handle the pay, or other employment conditions, of relatives.

Personal Interests

Our employees must avoid getting into situations where their personal or financial interests may come into conflict with those of the Fagerhult Group. In cases where there is a risk of any such conflict of interests, the employee must report this to his or her manager.

Sponsors

Where we agree to sponsorship arrangements, we look to do so in areas that will mainly benefit our business and operations. Our sponsorship shall agree with our internal rules on this subject. Donations to charity can only be approved by the company Managing Director.

Neutrality and Open Mindedness

We aim for open communication with our stakeholders within the framework of maintaining business confidentiality. On the issue of political parties and candidates, Fagerhult Group takes a neutral stance. Neither the Group’s company name nor the resources of the Group may be used to promote such interests.

Human Rights and Working Conditions

We respect international conventions on human rights. We support and respect fundamental human rights in our operations. We will not tolerate, under any circumstances whatsoever, child labour or labour carried out under duress or threat of violence.

|                              |   |
|------------------------------|---|
| Introduction                 | 1 |
| Our Group Core Values Our    | 2 |
| Sustainability Agenda        | 3 |
| ■ Our Business Principles    | 4 |
| Reporting and Whistleblowing | 7 |

Our Environmental Responsibility

Since lighting requires energy and a luminaire’s greatest environmental impact comes from the current that runs through it, our energy efficient luminaires are right at the heart of our environmental work. The cleanest kilowatt hour is the one that never needs to be produced.

In our environmental work we strive to meet or exceed the relevant legal requirements. Our overall ambition is to limit the luminaire’s environmental impact throughout its lifecycle – from development, manufacture and use to recycling.

A Safe and Healthy Working Environment

We must offer our employees a safe and healthy working environment. We strive to minimise work related accidents and personal injuries.

Our units will, as a minimum, strictly follow national laws and/ or collective agreements.

Diversity and Equal Opportunities

Our Group applies equal opportunities to recruitment and treats its employees equally, irrespective of gender, marital status, ethnic or national affiliation, sexual orientation, transgender identity, race, religion, political views, age or disability.

Diversity is encouraged at all levels within the Group. We actively work to eliminate all forms of discriminatory treatment towards our employees.

We pay fair wages and provide benefits in accordance with relevant standards in the countries where the Group does business.

Open Dialogue, Development and Demand

We will have an open dialogue with employees, customers, suppliers, the general public and authorities about our Group’s environmental and energy work and continuously train our employees within this area.

We must always consider the environmental consequences before new raw materials, products or production equipment are introduced.

We work actively to require environmental consideration on our business partners.

We continually develop our environmental work through the formulation of new objectives and regular monitoring.

|                                |   |
|--------------------------------|---|
| Introduction                   | 1 |
| Our Group Core Values          | 2 |
| Our Sustainability Agenda      | 3 |
| Our Business Principles        | 4 |
| ■ Reporting and Whistleblowing | 7 |

# Reporting and Whistleblowing

Our managers in the Group are responsible for providing information and presenting the contents and meaning of the Code of Conduct within their section of the organisation to our employees and business partners. Managers within Fagerhult Group must obviously always set a good example.

Incidents and actions that conflict with our Code of Conduct must be reported to your Manager, Group Management or anonymously via the external whistleblowing service WhistleB at <https://report.whistleb.com/en/fagerhultgroup>.

The code applies to all operations in our Group and all employees across the globe. The practical application of this code will be monitored on a regular basis and openly communicated.

## Always Think Twice

If the right thing to do is not clear, ask yourself:

1. Is it legal?
2. Does it follow our Code of Conduct?
3. Does it benefit Fagerhult Group as a whole, not just one individual or group?
4. Would I be comfortable if my actions became public knowledge?

If you answered “no” or “maybe” to any of the above questions, be sure to stop and get advice. If you are not sure, it is always better to ask before you act.



An anonymous way to report incidents and actions that conflict with our Code of Conduct.