

AB Hammarprodukter will contribute to a sustainable development for our society, and we support and respect international human rights.

Our goals are long-term relationships, mutual development, active dialogue and cooperation. Ethical and respectful behaviour and good business practices are crucial to our business and profitability and lays the foundation for an inclusive corporate culture.

The intent of our code of conduct is to make our principles and main requirements – such as quality, human rights, anti-corruption, business ethics, the environment, working conditions and diversity – clear to all business partners, employees and stakeholders.

Our relationships with each other, and with customers, suppliers, contractors and other stakeholders must be characterised by honesty, simplicity, innovation and customer focus.



Employees who enter into agreements with customers, suppliers, contractors and consultants must ensure that they comply with Hammarprodukter's code of conduct.

Our business concept:

Through close cooperation with the industry, we develop, manufacture, and sell user-friendly and high-quality signs, marking systems, bird protection products and marker posts to the electric power industry, railways and their contractors.

Quality policy

Our signage will be noticed over time
Knowledge is our strength!

Environmental policy

We will protect the environment
We will use our resources efficiently

Working environment policy

Everyone must work together to create a good working environment
We regard laws and regulations as minimum requirements

Quality

Hammarprodukter abides by its own high standards of quality and good customer contact through personal service. To maintain high and consistent quality, we conduct regular tests and quality controls at our own climate plant and various test centres.

We have been quality certified according to the ISO9001 standard since 1996, and environmentally certified according to ISO14001 since 2019.



Environment

We will work to ensure sustainability and prevent pollution from our activities within the limits of what is economically feasible.

We perform environmental impact assessments to limit our impact on the climate.

We will work to ensure an efficient use of resources and greater environmental awareness.

We will comply with environmental laws and be receptive to the environmental demands of our stakeholders. We will always keep the life cycle perspective in mind.



Working environment

All employees at Hammarprodukter will work together to ensure that:

- we can be proud of Hammarprodukter
- we are treated with respect
- we can take pride in our own competence and contribution to the development of Hammarprodukter
- we are involved and take responsibility for doing a good job
- we are good ambassadors for the company

As employees at Hammarprodukter, we will have:

- the opportunity to develop professionally
- yearly feedback and dialogue regarding our role in the form of performance reviews
- salaries commensurate with our positions
- a good and safe working environment

Our identity

We will keep track of signage rules - Our Signage key.

We will monitor the rules and recommendations relevant to our activities. We are honest in our dealings – internally and externally.

We give responsibility and our employees take responsibility.

We are a responsible company that works to reduce our environmental impact.

Signs – Markings – Bird protection – Monitoring = Hammarprodukter

AB Hammarprodukter will contribute to a better environment and living conditions for all people while running a profitable business. We follow this code of conduct and expect our partners to align their activities with principles that are compatible with our code of conduct.

Laws and regulations

Hammarprodukter complies with the laws and regulations that apply to our business, and we require our partners to do the same. Should any requirement in our code of conduct conflict with legislation, the legislation will take precedence. However, if this code of conduct has stricter requirements than legislation, the code of conduct will take precedence.

Prohibition of child labour

Hammarprodukter will not accept any form of violence, coercion, or exploitation of children. We adhere to the UN Convention on the Rights of the Child, and the ILO Minimum Age Convention.

There are special rules for employees under the age of 18 regarding hazardous work that may be detrimental to their health, safety, well-being, and development.

All children must be protected from economic exploitation, and from performing work that could harm them and that could affect their education and attendance at school.

Forced labour

Hammarprodukter does not accept any form of forced labour, slave labour, trafficking, or unfree labour. This includes contracts signed under forced conditions and illegal workers. All work that is performed must be based on a recognised employment relationship in line with what has been established by local legislation.

Hammarprodukter follows

The UN Global Compact which includes ten principles regarding human rights, labour issues, environmental protection, and anti-corruption.

ILO's fundamental conventions, competition law, and anti-corruption regulations.

The EU REACH regulation (EC 1907/2006) and the EU RoHS directive (2011/65/EU)

Ethical conduct

We operate ethically and comply with international trade rules and regulations with respect for intellectual property rights and the protection of confidential information from theft, fraud and inappropriate disclosure.

Hammarprodukter does not accept any form of fraudulent behaviour, such as extortion, embezzlement, or corruption. Our employees do not exploit relationships with business partners for personal gain. We act in the best interests of Hammarprodukter. We do not accept any form of bribery, gifts, or other benefits that could be perceived to influence to the objectivity of a business contact or decision by the authorities.

Personal data

As a data controller, Hammarprodukter takes responsibility for ensuring that personal data is used only for the intended purpose and is protected against unauthorised access. Our goal is to ensure that you feel confident that your privacy is respected and that your personal data is processed correctly. We implement appropriate technical and organisational security measures to protect personal data against loss, misuse, unauthorised access, and other threats. We may disclose personal data to data processors and other group companies for business purposes as part of our normal operations. In such cases, we will require an assistance agreement.

Discrimination

Hammarprodukter's aim is to have a working climate characterised by mutual respect and a positive view of people, in addition to job satisfaction, well-being and motivation. All employees have the right to be treated with respect and with due regard for the integrity of each individual, irrespective of gender, age, religion, descent, social background, disability, ethnic origin, nationality, membership in a trade union or other legitimate organisation, political affiliation or opinion, sexual orientation, civil status or other differences.

At Hammarprodukter, we create our working environment for one another, and everyone has a responsibility to prevent and act on any form of discrimination or harassment.

No one should have to feel harassed or bullied by anyone in the workplace.

Freedom of association and the right to collective bargaining

We uphold the right to freedom of association. Workers should be able to exercise these rights without hindrance or risk of harassment or retaliation. The right of employees to organise and join a union of their choice must be respected. We will also respect and comply with signed collective agreements.

Conflict minerals

Gold, tantalum, tin and tungsten are minerals that have been defined as conflict minerals as some of their extraction takes place in conflict-affected areas or under objectionable working conditions. Hammarprodukter does not purchase conflict minerals for our production. Nor do the products we sell contain any conflict minerals.

Healthy and safe working conditions

All people have equal value. This is self-evident.

We work to promote a healthy working environment, where everyone feels safe and secure. Employees' rights under the law and collective agreements must always be respected. All employees should be provided with information on their rights and obligations, such as working hours, pay and benefits. All employees should be aware of the terms and conditions of their employment and have a written employment contract.

Hammarprodukter conducts safety rounds with accompanying fire evacuation drills to ensure that we have a safe workplace and that all employees have an overview of our premises and evacuation routes.

In the event of a fire, it is essential to:

Protect and save human life first, and property second. Hammarprodukter emphasises the health, safety and job satisfaction of its employees. We inform one another and provide feedback.

We enjoy ourselves at work!

Hammarprodukter's Code of Conduct is based on our values and on the following guidelines:

- *The UN Guiding Principles on Business and Human Rights*
- *The UN Global Compact*
- *ILO's eight fundamental Conventions for human rights in the workplace*
- *ISO 14001 and ISO 9001*

