



## CODE OF CONDUCT

**The HauCon Group is the Nordic region's leading supplier of specialized products used in the concrete contractor industry. We are located in Norway, Sweden, Denmark and Finland and has an annual turnover for more than 100 million euro. By being available in several locations and in several countries, we achieve synergy effects in procurement, logistics and administration. A large volume means lower costs and competitive prices to our customers. Our goal is to create greater value for our customers by being the best in logistics, environment and service. With the best and latest products in stock, HauCon will be at the forefront of development while delivering knowledge and good solutions.**

### BUSINESS ETHICS

We must have a high ethical standard in our own business and at the same time in our requirements to partners. The HauCon Group does not accept breach of general human rights, ethnic, religious or sexual discrimination, slavery, child labour, corruption and bribery, price cooperation or unsustainable social or environmental impacts.

### GLOBAL ENVIRONMENT

The HauCon Group is working continuously to meet our global environment concerns. We do not want to distribute products that could have a negative impact on the environment. Where there are no alternative products, we seek to find alternative solutions. Through active efforts, it is expected that partners ensure that we achieve our goals and commitments, as well as comply with all regulatory requirements. We expect our partners to have an internal control system where consideration for the environment is also discussed. And we strongly encourage you to adhere to ISO14001 certification or equivalent. If there is such a certification, a copy of this is requested to be attached to the contract.

### HSE

Employees are responsible for ensuring a safe working environment without injuries. All partners must be able to document compliance with regulatory and contractual requirements for health, safety and environment.

### WAGES AND WORKING CONDITIONS

The HauCon Group does not accept social dumping. All partners must comply with all applicable government requirements for payment and working conditions.

### COMPLIANCE

We continuously want to develop ourselves and our partners. We encourage partners to contribute to our improvement processes by giving us feedback on improvement opportunities. We should at any time be able to review our partners' compliance with the requirements of this document. This document must be communicated to all influential levels.

The HauCon Group  
Revised: January 2023

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Signature