

## Framery Code of Conduct

At Framery our common will is to do what's right in everything we do. This code of conduct gives a guideline that explains our approach to ethical business practices, human and labour rights, as well as environmental values.

Framery's core values; respect, courage, transparent communication, impact, curiosity, good judgement and responsibility, drive our behavior and create the foundation upon which this code of conduct grows.

### *Laws and regulation*

In all our operations, we comply with all laws and regulations related to us.

### *Human rights*

We support and respect the protection of human rights as defined in the UN Declaration of Human Rights. Every Framerman is entitled to good, courteous and respectful treatment by his or her supervisors, subordinates and fellow employees.

We do not tolerate harassment of any kind. Any conduct which constitutes moral or physical harassment, or any other form of abuse of power, is equally prohibited.

We do not favor or discriminate against anyone based on their gender, age, religion, ethnic origin, nationality, sexual orientation, disability or any other characteristics.

Framery upholds the freedom of association and the effective recognition of the right to collective bargaining. We do not use child or forced labour, or contract with suppliers or subcontractors using them.

### *Occupational health and safety*

We work systematically in order to minimize health and safety risks and to reach our ultimate goal of zero accidents.

We all are responsible for ensuring healthy, safe working conditions for all. Everybody is responsible for; complying with processes and safety instructions, using personal protection equipment and rectifying identified deviations from safety processes.

We promote healthy lifestyles and support activities that enhance the health, well-being and work/life balance.

### *Environment*

We are committed to continuously improving our environmental performance, taking the whole life cycle into consideration. We improve our processes so that we can reduce energy and material use, emissions and environmental risks.

We design our products based on renewable materials, long lifetime and recyclability.

We promote the environmental awareness of our employees.

### *Anti-corruption*

We will not make bribes, nor will we condone the offering of bribes on our behalf, so as to gain a business advantage.

We will not accept bribes, nor will we agree to them being accepted on our behalf in order to influence business.

### *Gifts and hospitality*

We may accept gifts of small items of limited value now and then but not regularly or often. We will not accept valuable items exceeding reasonable and customary standards of hospitality.

We may give and accept reasonable, hosted entertainment which is in the legitimate interests of the business.

We will not give or accept lavish or frequent entertainment, or entertainment which is not hosted.

### *Charity, donations, approach to political activity*

We make philanthropic donations only to duly registered or accredited independent nongovernmental organization (NGO) or not-for-profit charity excluding governmental, political and religious entities. We do not take political stances, neither the Framery name nor any resources controlled by us can be used to promote the interests of political parties or candidates.

### *Conflicts of interest*

We shall never put our personal gain before the company's interests. All business transactions shall be conducted in favor of the interests of Framery.

### *Suppliers and subcontractors*

We expect our suppliers and subcontractors to conduct their business in compliance with the same high legal, ethical, environmental and employee related principles that we ourselves apply. Framery Supplier Code of Conduct is presented in a separate document. These principles are of high importance when establishing or conducting business relationships.

### *Competing fairly*

We unequivocally support the goal of a free and competitive market. We promote our products and services honestly and compete fairly. We will refrain from any activities that might restrain fair competition or raise competition law concerns, for example sharing information on pricing, market shares or other similar non-public information with competitors.

### *Treatment of company assets and information*

We protect Framery's and our business partners assets and confidential information with care, as we would our own. We safeguard intellectual property such as inventions, patents, trademarks and domain names by maintaining adequate legal protection or confidentiality. Any processing of employee, customer, supplier or other personal data must be lawful, fair and transparent in relation to the individuals concerned.



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