

# Corporate Social Responsibility

– PEOPLE, THE ENVIRONMENT AND ETHICS



BEIJER • ALMA

# Responsibility for growth, people and the environment

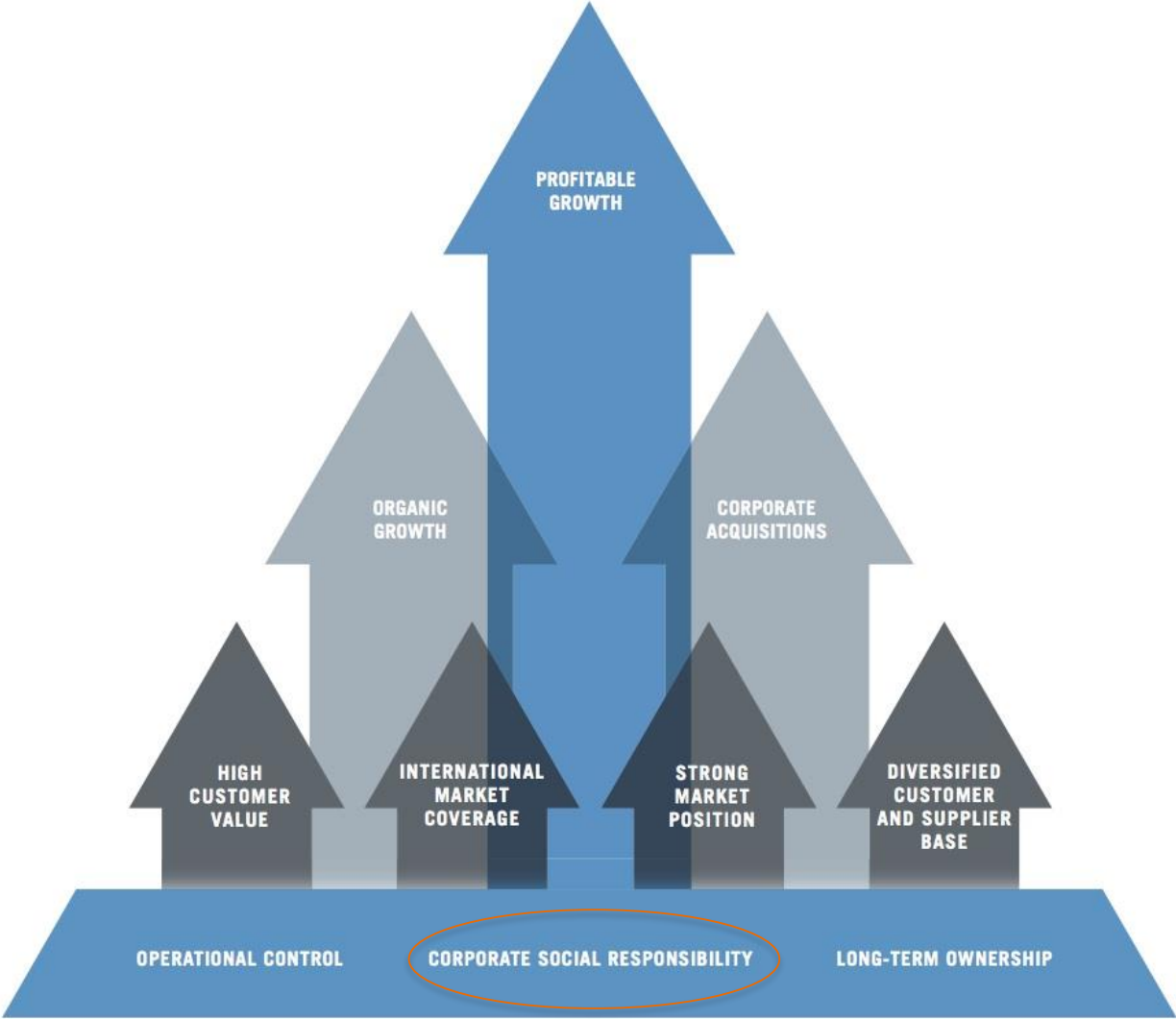


- Our primary goal is to create profitable growth.
- To do that in the long term, we must demonstrate environmental and social responsibility and apply sound business ethics.
- The Code of Conduct provides guidance to all of us about how to practice corporate social responsibility in the daily work.
- Corporate Social Responsibility (CSR) is a part of our strategy.



Bertil Persson  
President and CEO

# CSR in Beijer Alma's strategy for profitable growth



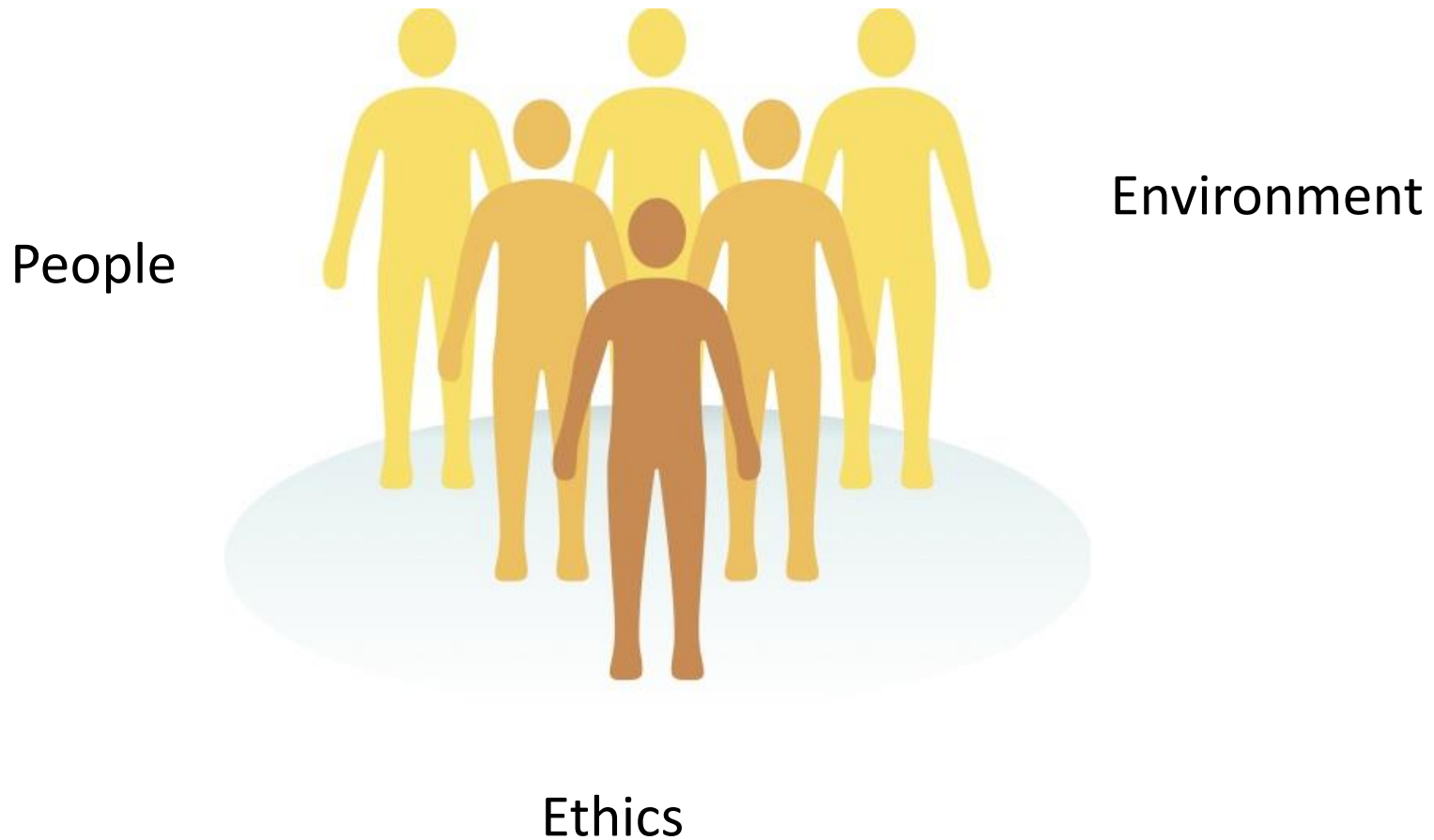
# The Beijer Alma Code of Conduct

Is based on international guidelines:

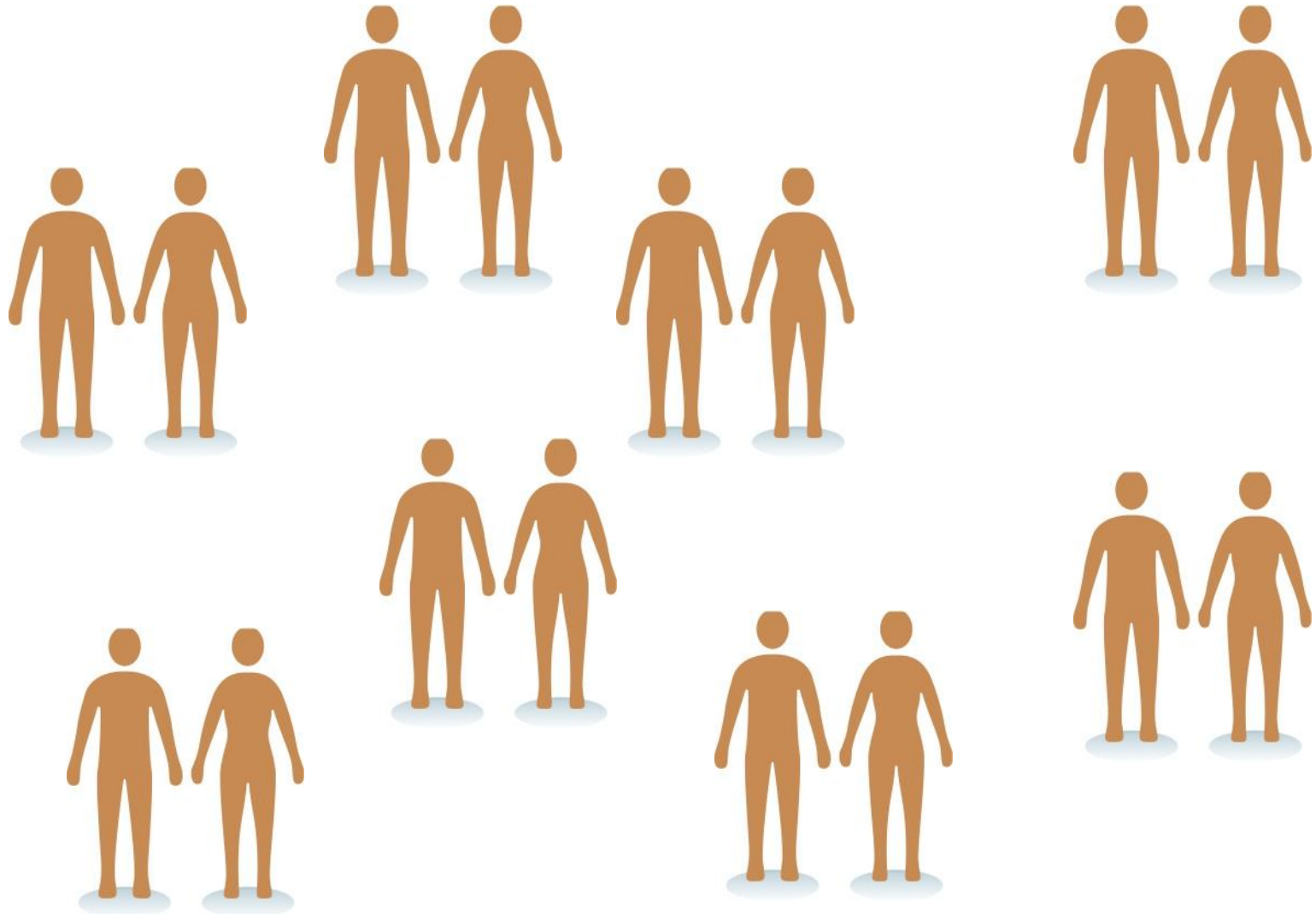
- The United Nation's Global Compact.
- The ISO 26000 Standard for Social Responsibility.
- Conventions and agreements concerning human rights, child labour, safe workplaces and business ethics.



# The Code of Conduct has focus on three areas



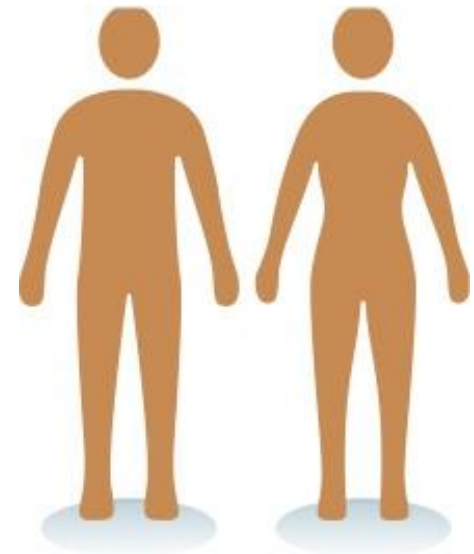
The Code of Conduct applies in the same way to all of us – all around the world



# People – human rights

## RESPECT FOR HUMAN RIGHTS

- Our employees are not treated differently in terms of their employment or work duties, on the basis of religion, gender, age, disability, sexual orientation, nationality, political views, or social or ethnic origin.
- Employees may not harass or discriminate against colleagues or business partners.
- We respect employees' right to be represented by a trade union and other employee representatives, and their right to collective agreements.
- We pay salaries and remuneration as agreed and on time. We reward excellent performance and extraordinary efforts.
- The minimum age for working in our operations complies with the legal age in each country and may never be lower than the age at which compulsory school attendance has been completed.
- We do not permit illegal or forced labor.
- We will give our employees the opportunity to develop their expertise to enhance professional skills and strengthen their social and financial opportunities.



# People – social commitment

## CLEAR SOCIAL COMMITMENT

- Wherever possible, we will involve ourselves in the local community in which we operate and endeavor to recruit and develop local employees and managers.
- We will prioritize grants and sponsorship agreements that benefit the places in which we operate and that uphold our values and strengthen relationships with customers and partners.
- We will not make contributions to or become involved in political parties, politicians or political organizations.

“CSR contributes reduced environmental impact, safe workplaces and respect for human rights”





# Environment



## PREVENTIVE ENVIRONMENTAL ACTIVITIES

- Our overall objective is for our operations and products not to have any environmental impact or a negative impact on people's health.
- We will identify risks for people and the environment, work preventatively and apply the precautionary principle. Under this principle, we take action to prevent disruptions and use the best possible technology to prevent damage and inconvenience.

## HEALTHY WORKING ENVIRONMENT

- We will have secure workplaces and a high working environment standard, and work preventatively and systematically to reduce the risk of accidents and occupational injuries.
- Based on risk analyses, training and other measures, we will ensure that our employees can safely perform their work duties.

# Environment...



## HIGH PRODUCT QUALITY, PRODUCT SAFETY AND ENVIRONMENTAL ADAPTATION

- We will take all aspects of the quality and safety of our products into consideration and offer products and solutions that lower our environmental impact.
- Our products are to meet agreed, statutory norms and health standards concerning use.
- Information on how our products are to be used must always be correct and clear in terms of, for example, safe and environmentally friendly installation, maintenance, storage and, ultimately, disposal.

## COMPLIANCE WITH LAWS AND OTHER REQUIREMENTS

- Our operations will be conducted so that environmental and working environment legislation is adhered to with ample margin.
- We will have suitable long-term planning regarding new legislation, and identify requirements and requests from customers and other stakeholders well in advance.

# Environment...

## EFFICIENT USE OF RESOURCES AND REDUCED ENVIRONMENTAL IMPACT

- We will use energy, water, raw materials and other natural resources as efficiently as possible.
- Waste and emissions from production facilities and other operations are to be minimized. Waste products are to be recycled as much and as efficiently as possible.
- We endeavor to reduce the Group's climate impact. We will assess how climate change affects our operations by performing risk analyses.
- We will prevent accidents, uncontrolled emissions and exposure to hazardous chemicals.

## CONTINUOUS IMPROVEMENTS

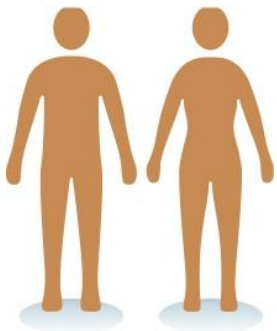
- We will train our employees in and inform them of environmental and working environment issues and include them in our efforts to make continuous improvements.
- We will introduce ISO 14001 environmental management system certification in our operations.



# Ethics

## **STRONG BUSINESS ETHICS**

- We impose demands on honesty and honorability throughout our operations and expect the same of our business partners.
- Bribes are prohibited. All forms of compensation to agents, suppliers and partners must only be for actual goods or services.
- Gifts and other benefits may comprise an element of conventional hospitality but may not exceed local customs and must be completely in line with local legislation.
- All Group units and employees must observe and comply with competition laws.
- All employees are to avoid conflicts of interest between private financial matters and the company's business activities.
- All business transactions that are made for a Beijer Alma company must be clearly visible in the company's accounts, which must be managed in accordance with the Group's regulations and in line with international accounting standards.

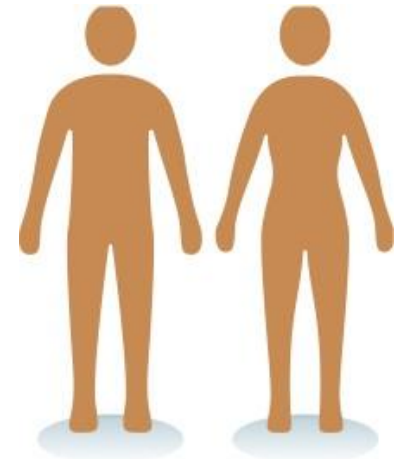


# Ethics...

## WELL-REASONED COMMUNICATIONS

- Our communications should be straightforward and honest, and comply with the prevailing legislation, regulations and norms. We will communicate openly and correctly within the framework of appropriate business confidentiality.
- We maintain close relationships with our stakeholders, whereby communications are based on regular contact, clarity and a high ethical standard.
- As an employee, you must observe confidentiality rules regarding the information owned by the company and its business partners. The same applies to information that could potentially affect Beijer Alma's competitiveness, share price and long-term survival.

“To attract and retain employees, we demonstrate that CSR comprises part of Beijer Alma's fundamental values. We simply aim to be a good company to work for.”



# Corporate social responsibility in daily activities

- Managers at all levels are responsible to **inform** and train employees about the Code of Conduct.
- A healthy, tolerant and open corporate culture can only be maintained by **participation** of all of us.
- **Continuous improvement** is a key factor for success and long-term profitability.
- We employ a **zero-tolerance** policy for areas such as: compliance with legislation, practicing human rights and regarding bribes, corruption and competition laws.
- We will work systematically in the framework of **management systems** such as ISO 9001 and ISO 14001.
- We will continuously **follow-up** our performance and compliance with the Beijer Alma Code of Conduct.



# The next steps

- We will annually **report** about issues related to our Code of Conduct. The report is integrated with the **Annual Report**.
- Beijer Alma will establish **objectives** related to the environment, health & safety, business ethics and social responsibility.
- The **action program** will be implemented in areas that require improvements.
- Objectives, targets and performance will be **followed-up** by the annual Sustainability Reporting Questionnaire and by site visits/audits.



Thank you!  
Questions and comments

