



Code of Conduct to Suppliers

How Concentric Group acts towards its suppliers

As a part of the social policy for Concentric AB and its subsidiary undertakings (“Concentric” or “Group”), employees and representatives of Concentric are to apply a high standard of business ethics and integrity. As we do this and also deploy and respect ethical standards throughout the supply chain, Concentric will be able to demand that others also adopt the same high level of business ethics.

Information

The openness that is needed in partnership and teamwork with our suppliers, implies that, as a Group, we are able to handle confidential information in the correct way. We shall always be appreciated for our honesty and reliability in our business relationships. Sensitive information is therefore to be handled in such a way that confidentiality, agreement and trust are not breached, and any questions shall be answered without unnecessary delay.

Eventual termination of business with a supplier shall be made on either a technical and/or commercial basis, and the supplier shall be informed of these reasons in a proper manner.

Request for quotation

Any requests for quotations raised by Concentric shall always be based on realistic conditions. Evaluation of offers and awarding of business shall be made on technical and commercial grounds. The only exception is to fulfill strategic segment objectives.

Private interests

Personal involvement in businesses that also supply to Concentric is not allowed. To avoid a position of dependence, we cannot accept services or benefits from our business partners. On the other hand, to attend a lunch or dinner paid for by the business partner in conjunction with a meeting is not considered to breach this Code of Conduct.

Gifts

Gifts can be a sign of personal friendship but also a bribe. It is sometimes difficult to see the difference since this is varying around the world. What is considered equitable in that country, along with how openly the gift has been offered or handed over should form the basis of any judgement as to whether a gift should be accepted. If there is any uncertainty, inform your manager or use the value of 300 SEK as a guideline not to exceed.

As a Group, we shall never compromise our ethical behavior to reach our business goals or to conclude a business deal.

**Adopted by the Board of Directors of Concentric AB
on 21st July 2016**