



21<sup>st</sup> July 2016

## **Social Responsibility**

Concentric's social policy is based on the UN's Universal Declaration of Human Rights, the UN Global Compact initiative, the International Labor Organization's (ILO) basic principles on labour law and the OECD guidelines for multinational companies.

Work in this area has focused on implementing the policy as a part of existing procedures and guidelines. For example, the social policy has been integrated into the Company's purchasing manual. Implementation efforts are continuing, now with a particular focus on the development and completion of action plans at division and unit levels.

### **Concentric in society**

We will contribute to improving economic, environmental and social conditions through open dialogue with relevant interest groups in the societies where Concentric operates.

### **Human rights**

We will support and respect the protection of internationally decreed human rights.

### **Child labour**

We will see to it that minors are protected in a satisfactory manner and, as a basic principle, refrain from hiring children or supporting child labour unless it occurs in a government-approved training program for young people, eg, practical work experience.

### **Freedom of contract**

We will ensure that all employees accept positions in the Company of their own free will.

### **Health and safety**

We will offer a safe work environment at all our workplaces, and take measures to prevent accidents and occupational injuries by minimising the risks in the work environment to the greatest possible extent.

### **Equal opportunity**

We are committed to creating and maintaining a respectful workplace free of harassment and where all individuals are treated with fairness, dignity and respect. We will offer all employees equal opportunities, based on competencies, experience and performance and refrain from discriminating on the basis of ethnic or national origin, religion, marital status, disability, gender, age, sexual orientation, gender reassignment, social background, union affiliation or membership in any political organisation.

### **Suppliers**

We will use appropriate methods to assess and choose suppliers based on their ability to meet the requirements of Concentric's social policy and Code of Conduct, and document their continued fulfillment of those requirements.



### **Business ethics**

We will apply high standards in terms of business ethics and integrity, and support the efforts of national and international organisations to establish and maintain strict ethical standards for all Companies.

### **Reports of violations**

Reports of violations of this Policy may be submitted anonymously and confidentially to Concentric Divisional Human Resources, Group Human Resources or the Chairman of the Concentric Audit Committee according to Concentric Whistle-Blowing policy. There shall be no retaliation or other negative consequences for persons reporting in good faith.

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**Adopted by the Board of Directors of Concentric AB  
on 21<sup>st</sup> July 2016**