

# Sveaskog's code of conduct



Sveaskog's code of conduct clarifies how we should act as **a business partner, employer, employee** and **member of society**.

  
**SVEASKOG**



## Our vision: To be the leading forest company

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### THIS MEANS THAT

- We are the most profitable forest company in the short and long terms
- We are the preferred choice for business partners and employees
- We lead development and innovation in our industry
- We are the best at combining profitable forestry with environmental responsibility

### OUR VALUES

- Customer focus
- Innovation
- Simplicity
- Transparency

Our values and ideals are to permeate our corporate culture and help us share a common attitude in our day-to-day activities.

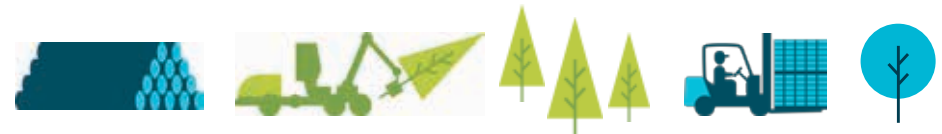
### Why have a code of conduct?

Sveaskog is dependent on the confidence placed in us by society. It is only through having a high degree of confidence that Sveaskog will be able to continue being a successful enterprise. Sveaskog's code of conduct clarifies how we should act as a business partner, employer, employee and member of society.

Our relationships with each other, with customers, suppliers, contractors and other stakeholders are to be characterised by transparency, simplicity, innovation and customer focus.

### To whom does the code of conduct apply?

The code of conduct applies to all employees within Sveaskog. It is everyone's responsibility to lead by example. Those who make agreements with customers, suppliers, contractors and consultants must ensure and monitor that these agreements comply with the code of conduct.



## The code of conduct provides guidance

The code of conduct does not provide all the answers to how we as employees are to act in various situations. Always use your common sense and let the questions below guide you in your decision.

- Is it legal?
- Is it ethically right?
- Might my decision have an impact on the confidence in Sveaskog?
- What would I think if someone else did the same thing?

There can often be difficult situations and trade-offs and there is rarely an easy answer, so never hesitate to ask colleagues or your manager if you are unsure.

## Our joint responsibility within Sveaskog

Sveaskog must run a profitable business with good ethics. Sveaskog should set an example in sustainable enterprise, which encompasses the environment, business ethics, anti-corruption, equality, diversity, working conditions and human rights.



Sveaskog should be a great place to work for all, regardless of gender, gender identity or expression, ethnicity, religion or other beliefs, disability, sexual orientation or age, and everyone should have the same rights, opportunities and obligations.

Sveaskog supports the UN Global Compact, which encompasses ten principles in the areas of human rights, labour, the environment and anti-corruption.

## Work environment

All employees are entitled to a safe and stimulating working environment characterised by respect and trust. All Sveaskog employees contribute their dedication, their skills and their loyalty to Sveaskog's vision and goals. Managers and employees are required to actively combat all forms of discrimination.

## Ethics

Sveaskog only commits to business activities which are consistent with laws and agreements and which are in accordance with our code of conduct. We do not become involved in activities that we cannot openly take responsibility for or report and we take no business decisions on the basis of personal interests or relationships. Bribes, concealed commissions or other illegal or unethical benefits are not permitted. Sveaskog employees must not in any way participate in a co-operation or act in another manner that might be perceived as restrictive to competition.

We wish to build trusting relationships with customers, suppliers and contractors and therefore always apply the rules for procurement and sales that exist at Sveaskog. We must not engage suppliers or contractors if we are aware that they have neglected their obligations to business partners or employees, violated laws, regulations or agreements, misused the institute of bankruptcy or have an unclear ownership structure.



## Reporting violations

In the event of a violation or suspected violation of the Code of Conduct, a notification must be made. The whistleblower function is limited to serious irregularities and grievances and to a limited circle of people in leadership positions. The whistleblower function is an alternative channel [sveaskog.whistleblower.se](https://sveaskog.whistleblower.se) instead of the normal reporting channels. The report goes to an external company and you have the opportunity to be anonymous.

The whistleblower function is not for reporting minor violations or general dissatisfaction and complaints. If you have any comments regarding the business, you should initially (ordinary reporting route) contact your immediate manager or the manager who is responsible for the activity in which the irregularity occurs. In the event that this is inappropriate, you can contact the HR and Communications Manager or Head of the Legal Department.

## Principles of collaboration and leadership

### COLLABORATION

By actively contributing with their own knowledge and experience, we believe that every employee can influence Sveaskog's success and development.

As an employee, I am...

- Responsible
- A communicative team player
- Open, flexible and innovative
- Customer-oriented

### LEADERSHIP

A leader is first and foremost also an employee, but with the extra task of achieving results through others. Always with a big heart and commitment. Through clear expectations, goals, focus, responsibility and trust in their employees, our leaders create security and opportunities for others to perform and develop.


As a manager, I am...

- Inspiring
- Trusting
- Communicative
- A team-builder
- Encouraging development

As a senior manager, I am also visionary and strategic. I set the course and make people want to follow.





 +46 771 787 000

 [info@sveaskog.se](mailto:info@sveaskog.se)

 [www.sveaskog.se](http://www.sveaskog.se)

  
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