

CODE OF CONDUCT

LAMMHULTS DESIGN GROUP AB

PRESIDENT'S STATEMENT

Anders Rothstein
President & CEO

October 28th, 2011

EMPLOYEES AND THE WORK ENVIRONMENT

LAMMHULTS DESIGN GROUP strives to be an attractive employer by creating a work environment based on cooperation, responsibility and openness. We place great emphasis on the employee's well-being and the company must provide a safe and healthy working environment based on best practice.

LABOUR LEGISLATION

the work, without regard being paid to race, religion, age, nationality, gender, sexual orientation, political conviction, trade union membership, marital status or handicap that is not related to the work assignment. LAMMHULTS DESIGN GROUP does not tolerate any form of harassment or violence at the place of work and forced and bonded labour is strictly forbidden in all of the company's businesses. LAMMHULTS DESIGN GROUP does not accept child labour. Children shall be protected from economic exploitation and from performing any work that is likely to interfere with a child's education or otherwise be harmful to the development of the child. Our policy is based on the UN Convention on The Rights of the Child, article 32.1.

REMUNERATION AND DEVELOPMENT

All employees shall have their remuneration set in a fair and correct manner based on their individual performance and their contribution to the company's success. All employees must be provided with the opportunity for suitable further education to aid their developing relevant skills, their development within the company and the progress of their careers.

CONFLICTS OF INTEREST

No employee may be involved in businesses or hold positions outside of LAMMHULTS DESIGN GROUP that conflict with the company's business interests. Such conflicts of interest may also include board membership or significant shareholding.

EMPLOYEE PARTICIPATION

LAMMHULTS DESIGN GROUP strives to maintain good communication with each employee through company information and participatory processes, and by respecting the rights of organized labour and the right to collective bargaining and agreements.

CUSTOMERS

Loyal and satisfied customers are the foundation of our reputation. Honesty and integrity in all our dealings with our customers are prerequisites for long-term, profitable business relationships. LAMMHULTS DESIGN GROUP must provide its customers with the proper product information and may only make commitments regarding its products and the company that it can live up to.

GIFTS AND FAVOURS

Gifts, entertainment, payments and personal favours may only be offered to persons not directly connected to the company if said gifts etc. are of insignificant value and are consistent with current practice. No gifts, entertainment or personal favours may be provided where they violate applicable legislation or current practice. Bribes, threats or other methods to unlawfully influence decisions of stakeholders shall be forbidden.

No LAMMHULTS DESIGN GROUP employee may solicit or accept gifts or favours that may be presumed to affect their business decisions.

HUMAN RIGHTS AND ENVIRONMENTAL ISSUES

LAMMHULTS DESIGN GROUP shall inform its suppliers regarding the company's ethics and business principles. We shall as soon as possible terminate business relations with suppliers who violate applicable legislation, who do not uphold basic human rights or who disregard environmental issues.

LEGISLATION AND LOCAL PRACTICE

LAMMHULTS DESIGN GROUP employees must follow all applicable legislation and regulations as well as all internal policies set by LAMMHULTS DESIGN GROUP.

SOCIAL INVOLVEMENT AND CONTRIBUTIONS

LAMMHULTS DESIGN GROUP seeks to provide positive, sustainable contributions to the societies it does business in. Employees are encouraged to take an active part in social issues, but the company makes no contributions to political parties and makes no political donations.

ENVIRONMENTAL IMPACT

LAMMHULTS DESIGN GROUP has undertaken to prevent or minimize and moderate the damaging effects that our business or our products may have on the environment. We strive to reduce the environmental impact our products have throughout their lifecycle, according to our Environmental Policy.

IMPLEMENTATION

These ethical guidelines apply to every employee, and they set forth the most important principles regarding our responsibility as a company, but cannot cover every ethical dilemma that may arise. The code aims to serve as a guide to help employees behave with integrity and display good judgement at all times.