

THE RENEWABLE

DIAB sustainability newsletter # 6

“Corruption is the abuse of entrusted power for personal gain”

Transparency International

At DIAB, we believe we need to make a difference on the big issues that matter to us all. That is why we made sustainability one of our top business priorities. Our sustainability efforts are divided into four different areas: Strategy & Governance, Human & Labor Rights, Business Ethics and Environment. In this issue of THE RENEWABLE, we will tell you about our view on business ethics.



What are business ethics?

Ethics are all about good and bad, right and wrong, moral and immoral and proper and improper human behavior. It's like the ten commandments of the Bible. The same principles that determine an individual's actions also apply to business. We need to know what is right or wrong in the workplace and do what's right.

The law is the key starting point for any business. A business should also follow relevant codes of practice that cover its sector. DIAB's business ethics are expressed in our Code of Conduct. This document explains the values, policies and activities that impact our organization behavior.

DIAB's Code of Conduct

Our commitment is to be a long-term, ethical, profitable company providing a solid return on investment for our shareholders and valuable solutions to our customers, as well as being a good employer to our employees.

- Respect for people and human rights
- Good business ethics

To ensure this, we have implemented the DIAB Code of Conduct. In any given situation, we can lean on it to provide guidance on how to act. It is your responsibility as a DIAB employee to follow the Code and report any activities that are not in compliance with it.

Our Code of Conduct can be found on the DIAB Grid.



Respect for people and human right

Our employees are one of our most important resources and we respect the UN conventions on human rights.

- We try to attract, develop and retain qualified and motivated employees and offer them safe and healthy working conditions.
- We reject child labor and forced labor.
- We offer all individuals equal opportunities.
- We respect our employees' right to be organized.

Good business ethics

All our employees and representatives are expected to show honesty and integrity in dealing with other employees, customers, suppliers, business partners, organizations and authorities.

- We have zero tolerance for corruption and work systematically to prevent it.
- We support and aim to achieve fair competition.
- We comply with applicable rules for export controls.

Case:

Regional training on Business ethics

To inform about DIAB's stand on business ethics and related issues, we have recently held regional training sessions on Export control/Military sales and Business ethics for DIAB's sales organizations in Thailand, China, India, Spain (the entire European team) and USA. Should you have any questions concerning these subjects, Thomas Bergmark will be happy to answer them. You can reach him at thomas.bergmark@se.diabgroup.com



This picture was taken during a training session in Kunshan, China.

Whistleblowing policy within DIAB

DIAB strives to achieve an open business environment and high business ethics. We should all live up to our values and business ethical guidelines, described in our "Code of Conduct" and our policies.

There may sometimes be circumstances where you suspect violations of our Code of Conduct and therefore there are opportunities to confidentially report these by so-called whistleblowing without fear of reprisal.

Whistleblowing is a way to reduce business risks and gives all employees an opportunity to

confidently report on things that can harm individuals, our company or the environment. It is an important tool to safeguard good corporate governance and preserve customers' and the public's confidence in us.

Whistleblowing matters will always be handled confidentially.

An anonymous report can be made directly on the first page of our internal grid.





Did you know?

Each year, the Ethisphere Institute www.ethisphere.com names the World's Most Ethical Companies. Scores are generated in five key categories: ethics and compliance program (35%), corporate citizenship and responsibility (20%), culture of ethics (20%), governance (15%) and leadership, innovation and reputation (10%).

In 2015, 132 honorees were named spanning 21 countries and five continents and representing over 50 industries.



Two of the 132 chosen companies were Swedish: Hennes & Mauritz and SCA.

“Don’t judge each day by the harvest you reap, but by the seeds that you plant.”

Robert Louis Stevenson

Continuing the journey

This is the sixth issue of THE RENEWABLE. We hope you enjoy reading it. In coming issues we will tell you more about the progress we make in the area of sustainability. If you have a story from your country you'd like to present, please contact one people listed below and we will get back to you shortly.

Working with sustainability is a journey that requires patience and a commitment to continuous improvement. What's great about it is that it benefits everyone. We all play. We all win.



Need more info or have a great story you'd like to tell? Contact one of us:

Sweden: Thomas Bergmark, Leif Ottosson
Italy: Toni Barp, Sebastiano Cannata, Roberto Stocco
Lithuania: Saulius Tautvydas, Lina Dudeniene
Ecuador: Carlos Franco, Cynthia Ardila
USA: Ruby Gearing, Bob Shelton
China: Jason Zhu