

## OUR CODE OF ETHICS // // // // //

Ethical responsibility is a part of Christian Berner Invest's operations. We treat others the way we want them to treat us. We have a holistic perspective based on good business ethics and concern for the environment, people and the future of our company. Ethics are an intrinsic part of our business and as such receive sufficient time and resources. We abide by the following international conventions; the United Nations Global Compact, ILO and OECD's guidelines for multinational companies. We are willing to discuss ethical dilemmas with both external and internal interested parties. Our Code of Ethics is an active reference document for our operations and a guide in important ethical choices. We continually test and evaluate our business against our Code of Ethics.

### **Business ethics**

- Nurturing long-term, mutual dependence and trust in our business relations is very important to us.
- Our business is good and we do not use methods that stand in the way of economic, social and democratic development.
- We do not pay nor accept bribes.
- We base our selection of new investments and products on our Code of Ethics.
- Where we have the opportunity and position, we ask our suppliers to follow our Code of Ethics.
- We have an ongoing dialogue with our suppliers aimed at preventing and solving any ethical problems that may arise.

### **Human relations**

- All our internal and external relations are imbued with respect and equality.
- We do not tolerate any kind of discrimination or abuse.
- We believe a strong and dynamic company is created by men and women with diverse ethnic and social backgrounds.
- We believe an atmosphere characterised by openness and trust inspires people to take responsibility and develop.

### **Environmental aspects**

- We promote environmentally sustainable development in our products, transportation, workplaces, suppliers and other external contacts.
- Elements of conservation and minimal environmental impact steer our choice of the products we trade in.
- The environment is a significant factor, together with price and quality, in our product selection.

### **Sponsorship and charity**

- Sponsorship is part of our business and strengthens our brand.
- Charity is not part of our business and is therefore ultimately decided by the owners.
- Sponsorship and charity will always harmonize with and strengthen our Code of Ethics.

**CHRISTIAN BERNER INVEST AB** . BOX 88 . DESIGNVÄGEN 1 . SE-435 22 MÖLNLYCKE  
+46 31 33 66 900 . [info@christianbernerinvest.com](mailto:info@christianbernerinvest.com) . [www.christianbernerinvest.com](http://www.christianbernerinvest.com)