


Business ethics policy Affärsetisk policy		02		
Approved by: CEO	Created by: Quality Manager	200922	Sid:1 (2)	

Following policy has been established for Ahréns Åkeri AB, hereinafter referred to as “the company”.

Background

Business ethics is an overall behaviour the company adheres to in its daily contact with the outside world. Good business ethics is to, behaving honestly and fairly, build trusting relationships with suppliers, partners, customers and other stakeholders. Good business ethics is also to have a good judgment in business relationships and preventing risks.

Purpose

The purpose of this policy is to provide guidelines for how employees, suppliers, customers and other stakeholders should be treated in a legal, fair and ethically acceptable manner.

Guidelines

Diversity

The company offers all employees equal opportunities for employment. The company works to promote diversity and counteract all forms of discrimination. The company has developed processes to detect and remedy every case of discrimination. Through the diversity work, the company creates opportunities for its employees, the organization and customer relationships to develop. The company has zero tolerance for all forms of harassment.

Work environment

The company cares about the individual's work situation, health, well-being and development. Employees must be offered a safe and healthy work environment that is continuously improved. The company wants to attract, develop and retain qualified and motivated employees who share our values of a professional work environment.

Environment and sustainable development

The company must contribute to sustainable development by always taking environmental considerations into account and managing resources. The company's objectives are for the business to have as little impact on the environment as possible. The business must comply with applicable environmental laws and regulations.

Immaterial rights

The company must comply and respect applicable national laws and regulations as well as international conventions and regulations regarding the protection of intellectual property rights. The company's activities shall not lead to unauthorized use or infringement of another's protected rights or trade secrets.

Human rights and child labour

The company respects the UN Convention on Human Rights and accepts the responsibility we have towards our employees and the communities in which we operate. The company never hires anyone under 15 years of age.



The company offers all individuals the same conditions regardless of skin colour, gender, nationality, religion, ethnicity and other characteristics. The company has freedom of association.

Corruption and giving and taking bribes

The company must contribute to a society and a national economy where there is strong confidence in companies, entrepreneurship and the rule of law. The company counteracts bribery, money laundering and other forms of corruption that can affect business relationships in the market.

Integrity and data protection

The company wants to maintain a high level of trust in its own operations and the industry in which the company operates. The company therefore protects the personal integrity both regarding the company internally and when using our products and services. The company handles personal data and data about individuals, companies and organizations with the utmost care and works to prevent the risk of leaks and illegal spread. The company strives to, among other things, comply as much as possible with the rules set out in EU Regulation No. 2017/679, also known as the General Data Protection Regulation (GDPR).

Competition and anti-trust

The company believes that a free and functioning market is a prerequisite for growth and development. The company works for healthy competition and must adhere to good market practice. There is zero tolerance for slander or incorrect comparisons with competitors.

Marketing and sales

The company's marketing and sales information must always be accurate and clear in its content and format; the company strives to never be deliberately misleading or ambiguous in its customer contact. The company strives for compliance regarding the Marketing Act and other rules regarding market law.

Compliance

The company's goal is to be compliance with laws, regulations and instructions from national and international authorities that affect the company's operations. The company expects all employees to be aware of the laws and regulations required in their specific function.

Responsibility

The company's managers are responsible for ensuring that employees follow the company's policy on business ethics principles within their own areas of responsibility. This responsibility includes paying attention to and reacting to signals of breaches of the rules. The company's managers are responsible for ensuring that all employees within the company are familiar with the company's policy, but it is the individual's responsibility to comply with and follow it.