



KARL ANDERSSON & SÖNER
SINCE 1898

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CODE OF CONDUCT at Karl Andersson & Söner (KA)

All production of wooden furniture takes place within our own factory in Huskvarna where we have common values:

- **Honest** – towards ourselves, towards our fellow human beings and towards the company
- **Professional pride** – Be thorough, responsible and committed
- **Open minded** – clear communication, helpful and open to change
- **Positive** – be joyful, create friendship and have a sense of humor
- **Respectful** – towards each other, for common rules and in the face of different perceptions

All our suppliers must share these values and comply with all laws and regulations in the country in which they operate.

KA's customers and stakeholders must see KA as a reliable and honest company that always lives up to its commitments. KA strives for long-term business relationships as a basis for creating customer value and being a safe and developing workplace.

Our Code of Conduct is known as a natural part in the collaboration with our suppliers and they shall in turn pass on corresponding requirements down in their supply chains.

Laws, regulations and international conventions

- A basic requirement is that we should act within the framework of laws and international conventions. We respect and comply with competition laws, environmental legislation, labor laws, agreements and security requirements, anti-corruption laws in accordance with the UN Convention and other regulations.

Human rights

- KA shall offer and ensure that employees have a safe and healthy work environment and provide employees with the protective equipment and training that is necessary to perform their work tasks in a safe manner. (ILO 155 & 170)
- KA works for diversity and gender equality. Equal treatment and equal opportunities shall apply regardless of ethnic or national origin, skin color, gender, sexual orientation, religion, political opinion, nationality or social origin.
- KA does not accept any form of mental or physical punishment, nor discrimination, bullying, sexual or other forms of harassment. (ILO 100 & 111)
- KA values a healthy balance between work and leisure and works actively to enable employees to achieve this.
- Forced and / or child labour must not occur. (ILO 29 & 105 and ILO138, 182 & Article 32 of the UN Convention on the Rights of the Child respectively)
- Employees have the right to organize in any employee organization and to negotiate collectively respected. (ILO 87 & 98)

ILO – International Labor Organization – www.ilo.org



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Environmental responsibility

- KA must comply with current environmental protection legislation.
- KA will design and develop products with a circular mindset. The products must last a long time but must also be repairable, separated and reused as far as possible.
- In its operations, KA shall continuously strive to reduce climate impact, with a focus on energy use and reduction of emissions into air.
- KA shall strive to minimize waste as much as possible. We must be "Scottish frugal" as we are in Småland and make maximum use of our resources.
- KA must sort at source the waste that arises in the business.
- In its operations, KA shall reduce the use of harmful substances, ensure that waste is disposed and disposed of in a safe and environmentally friendly manner, and contribute to recycling.

Compliance

- Compliance with the content of this Code of Conduct is a natural part of the day-to-day operations.
- Each manager is within his area of responsibility to ensure that both employees and business partners know about the content of this Code of Conduct and its compliance.
- Repeated and serious deviations lead to corrective measures.