

FORCIT – CODE OF CONDUCT

1 INTRODUCTION

This Code of Conduct apply to all of the operations of OY FORCIT AB and its subsidiaries (hereinafter referred to as “**Forcit**”). Forcit’s Code of Conduct (hereinafter referred to as the “**Code**”) describes our generally accepted practices and our commitment to compliance with the legislation, regulations and international agreements.

The Company and all of its employees are committed to compliance with this Code of Conduct. Forcit also requires its representatives, distributors, subcontractors and other partners to observe the principles documented in this Code. Forcit is committed to open and honest relationships with its customers, the authorities and other companies. We are committed to acting professionally, fairly and honourably in all of our relationships.

2 LEGAL COMPLIANCE

We comply with the law in our operations. We do not condone legal violations, and no one shall be encouraged or instructed to commit legal violations. The key legislation concerning our operations include laws governing the use of labour and employment contracts, occupational safety, environmental protection, anti-corruption and bribery, competition and product safety as well as laws pertaining to chemical safety and the safety of explosives.

2.1 Non-discriminatory treatment of employees

Forcit is committed to treating all employees fairly and equally. Discrimination and workplace bullying are not acceptable. Supervisors must set an example of responsible conduct and promote open dialogue on work-related issues and potential problems.

We are committed to promoting equal rights in working life. Forcit is committed to compliance with the principles and declarations of the International Labour Organization (ILO) and the UN.

2.2 Occupational safety and health

We strive to ensure a safe and healthy work environment for all Forcit employees by investing in health and safety. Our goal is to prevent all workplace accidents and promote occupational health through the use of proactive measures. Forcit’s production facilities and other business premises must be safe for our employees as well as our subcontractors and guests.

2.3 Respecting human rights

Forcit treats all employees equally. We respect privacy, freedom of association and the employees’ right to organise. Forcit does not use child labour or forced labour, nor does Forcit condone the use of child labour or forced labour by its business partners.

Forcit is committed to observing and respecting all universal human rights as defined in the United Nations (UN) Universal Declaration of Human Rights and other international human rights agreements and to promote the realisation of the universal human rights.

2.4 Anti-corruption and bribery

Forciti does not condone corruption or bribery. Our employees shall not give or receive money or other benefits that may be considered bribes or attempts to influence decisions. Bribes and other illegal payments shall not be offered directly or indirectly to any public officers, customers or other parties for the purpose of starting, continuing or developing business operations or gaining favour for Forciti.

Forciti's partners include consultants, distributors, agents and representatives. The fees and commissions paid to such intermediaries must be reasonable in proportion to the value of the service performed, compliant with the local practices and legislation and in line with the prohibition of corruption and bribery that applies to Forciti's employees.

2.5 Gifts and hospitality

Gifts and hospitality offered by Forciti's employees must be of moderate financial value and open, and no favours in return shall be expected from, or required of, the recipient. Exceptional and high-value gifts and hospitality are subject to advance approval by the supervisor of the employee concerned.

Forciti's employees shall not receive personal benefits or business hospitality from Forciti's customers, suppliers or other business partners that is not in line with the applicable legislation and local business practices. Benefits and business hospitality can only be accepted when they are openly offered in connection with the normal course of business and they must always be low in value. An unjustified benefit may also be low or unsubstantial in terms of its financial value.

2.6 Trade restrictions

In exporting and importing products and services, Forciti observes the local laws as well as international regulations and restrictions and requires the same from its subcontractors and service providers. To this end, Forciti's employees must always take into consideration what product or service is concerned, what is its origin — or country of end use — and who the customer is.

Forciti may not engage in questionable practices in its operations, which means that the Company shall not knowingly sell products or services to individuals or entities that are either acting against this code of conduct or is subject sanctions or located in countries that are subject to sanctions.

2.7 Competition law

Forciti shall not employ any illegal or competition-restricting trading practices, and the Company shall observe the applicable competition legislation and ethical practices. Forciti shall not engage in discussions with competitors regarding the Company's customers, pricing, trade secrets or the restriction of competition. Forciti shall not use illegal or unethical means to acquire information about its competitors.

2.8 Avoiding conflicts of interest

A conflict of interest exists when the personal interest of an individual is in conflict with the Company's interest. Forciti's employees shall not use their influence to have the Company cooperate with a business in which the employee concerned — or their family member — is an owner. Forciti requires its employees and business partners to recognise and report potential or suspected conflicts of interest. Forciti is committed to taking action to intervene in potential and suspected conflicts of interest.

3 CONFIDENTIALITY

Forciti and its employees shall not disclose any confidential information about the Company or its customers and business partners. Confidential information must be handled carefully to prevent its disclosure to other employees or external parties.

4 ENVIRONMENTAL PROTECTION

Forcitt is committed to the continuous improvement of environmental impact, environmental protection and sustainable development. Forcitt aims to reduce the potential negative environmental impacts of its operations, including the amount of emissions and waste, through means such as the careful sorting of waste and energy savings. Forcitt also aims to actively increase collective efforts related to environmental responsibility. In product development the development of safe, competitive and high-quality products whose lifecycle environmental impact is minimised is prioritised.

Forcitt strives to develop its operating principles and use environmentally friendly technologies, products and services, and it encourages all of its business partners, distributors and subcontractors to do the same.