

## Code of Conduct

Delta Nordics Business Code of Conduct relates to business ethics and social environmental performance.

The main international ethical guidelines supported by DeltaNordic group are:

United Nations Universal Declaration of Human Rights [www.un.org](http://www.un.org)

United Nations Global Compact [www.unglobalcompact.org](http://www.unglobalcompact.org)

OECD;s Guidelines for Multinational corporations [www.oecd.org](http://www.oecd.org)

- Conflict Minerals followed by OECD due diligence guidance
- REACH and ROHS principles followed by customers design

## DeltaNordic group

**Vision** To be the most attractive Partner Offering Our Industrial Customers the Best solutions in advanced electric and electronic systems

**Mission** Increase our Customers competitiveness through unique Assembly solutions for low, medium and high volumes. DeltaNordic Design as an advantage to us and our business partners

Deliver Right Quality for challenging conditions from plants in Sweden and China

## Values

- " Correct behaviour with confidence to employees and customers
- " Straight and fair to each other
- " Learning environment – take advice from managers and employees
- " Continuous improvements – there is always a better way
- " Act first with what you can contribute before criticizing others
- " Agile and flexible in a volatile market
- " Have fun at work

## Relationships

### Society and the environment

We strive to be a good and reliable corporate citizen, following the laws where we are present. By our standards such as ISO 9001/14001 certification always strives for improvements. DeltaNordic encourage good cooperation with local communities.

## Employees

We strive to be a preferred employer of both current and potential employees. Our aim is to attract, develop and keep qualified and motivated people in a professional environment. Workplace should be safe and healthy.

We believe in equal opportunities, fairness, and diversity. We recruit and promote on the basis of qualifications Appraisals to be held on a yearly basis. Target is to be trained at least 40 hours per year.

Employees contribute to the group and information flow should be across departments, by management and geographical borders.

### **Customers**

We strive to be the preferred supplier to current and potential customers. We aim to deliver products and services to meet customer demands, right quality in time and short lead-time. Our offering should be an advantage to our customers in order to be competitive.

### **Business partners**

We strive to be the best business partners such as suppliers, subcontractors and consultants. We seek business partners whose policies are in line with our values. Business partners are selected and evaluated of objective factors including quality, delivery performance, price, and reliability.

### **Owners**

We strive to be the preferred company for the owners to invest in and we aim for continually increase value.

### **Responsibility**

**Transparency** In all communications, both written and spoken, we are committed to being open, truthful, and accurate within the limits of commercial confidentiality. We provide reliable and relevant information on our activities in time and regularly. Published material can be accessed at DeltaNordics website [www.deltanordicgroup.se](http://www.deltanordicgroup.se).

**Business integrity** wherever we operate, our reputation is our most valuable asset and is determined by how we act.

High standards of business and personal ethics follow the laws and internal policies. We support fair competition and do not enter discussions or agreements with competitors. We respect company assets and safeguard tangible and intangible assets. The group does not take any political stands.

### **Governance**

DeltaNordic group governance structure

Business Code            Group Management

Operational processes            Operational units

Internal and external audits    Internal and external auditors

**Implementation of** the Business code is in the Management team responsibility.