



Code of Ethics

The Lindab Group Code of Ethics is based on Lindab's core values for corporate trustworthiness and to conduct business with integrity and in compliance with laws and generally accepted norms including international laws and norms such as the UN Convention for Human Rights and Global Compact – guidelines for human rights. These principles are and will continue to be reflected in Lindab Group's policies, decisions and actions.

Scope of Application

This Code of Ethics outlines ethical standards and principles, which always are to be strictly followed by all employees and Board members in all markets and at all times.

This Code of Ethics formalizes the principles by which the Group conducts its relations with employees, shareholders, business partners and other stakeholders. Lindab encourages its suppliers, sales agents, consultants and other business partners to adopt these principles.

Legal Compliance

In every country in which it operates, the Lindab Group shall abide by the laws and regulations of that country. Where the law does not give guidance, the Group applies its own standards based on its corporate values and culture. In case of discrepancy between applicable law and the principles contained in this Code, the law shall prevail.

Relations with Business Partners

The Lindab Group shall refrain from corruption and bribery and shall exercise fairness in all contacts with its business partners.

The Lindab Group shall not offer customers, potential customers, governments, authorities or any representative of such entities, any reward or benefit in violation of applicable laws or reasonable and generally accepted business practices.

The Lindab Group's employees shall not accept payments, gifts or other kinds of reimbursement from a third party that could affect or appear to affect their objectivity in their business decisions.

Relations with Competitors

All units and employees within the Lindab Group shall in all business situations comply with the competition law applicable in respective country. This means i.a. that any exchange of trade secrets with a competitor is prohibited.

Accounting and Reporting

All financial transactions by the Lindab Group must be reported in accordance with generally accepted accounting practices as set forth in Lindab Financial Manual and as stipulated in local laws and regulations and the accounting records must show the nature of all transactions in a correct and non-misleading manner. The Lindab Group's accounting shall be open, truthful, relevant, comprehensible and timely.



The risk management of the Group shall secure that business risks and financial risks, which naturally exist when conducting business, are kept at an acceptable level in order to protect and increase the financial value for the shareholders.

Conflicts of Interest

Employees and members of the Boards of Directors of the Lindab Group shall conduct their private and other external activities and financial interests in a manner that does not conflict or appear to conflict with the interests of the Group.

Should such a conflict of interest arise, it must be reported immediately by the person subject to the conflict to his/her immediate supervisor.

Environmental Protection

Lindab Group products and processes are designed in such a way that energy and raw materials are used efficiently, and waste and residual products are minimized over the products' life cycles.

The Lindab Group supports the precautionary principle by avoiding materials and methods posing environmental and health risks when suitable alternatives are available.

The Group takes a proactive approach regarding environmental legislation, and encourages suppliers to adopt the same environmental principles as those pursued by Lindab.

Workplace Practices

The Lindab Group hires and treats its employees in a manner that does not discriminate with regard to gender, race, religion, age, disability, sexual orientation, nationality, political opinion, union affiliation, social or ethnic origin. Workplace diversity at all levels is encouraged.

All Lindab Group activities must be conducted with respect for human rights. All employees are free to exercise the right to form, join or refrain from joining labor unions or other organizations devoted to collective bargaining.

The necessary conditions for a safe and healthy work environment shall be provided for all Lindab Group employees.

Relations with the society

Lindab shall act in a social responsible way. Each active company within the Group shall, in a suitable way from Lindab's perspective, support activities in order to contribute to the development of the local societies and their citizens.

Lindab's policy is also to be open and available and to continuously provide correct information regarding the operations and development of the Group.

The Lindab Group observes neutrality with regard to political parties and candidates. Neither the names nor the assets of Lindab Group shall be used to promote the interests of political parties or candidates.



Responsibility of Managers

The Lindab Group's managers are responsible for communication of this Code of Ethics within their organizations.

Whistleblower

The employees of the Lindab Group are encouraged to reveal behavior that may be in conflict with these principles.

Reports of violations of this Code of Ethics may be submitted anonymously and confidentially to the General Counsel of the Lindab Group or to the Chairman of Lindab's Board of Directors. There shall be no retaliation or other negative consequences for persons reporting in good faith.

Disciplinary action

Failure to comply with the provisions of this Code of Ethics can result in disciplinary action.



This Code of Ethics has been adopted by the Lindab Board of Directors and can only be amended or waived by the Board.