



Code of conduct

Proton Group

Responsibility and accountability

Proton Group aims to be highly regarded as a responsible company with responsible employees. In this code of conduct we will describe the demands we make on how we should act and behave – this applies to the directors, management and all employees. The demands also apply to all our business partners – suppliers, collaboration partners and consultants to name just a few examples.

Everyone's responsibility

Every manager within Proton Group is responsible for ensuring that the employees receive information about the Code of Conduct. Everyone, managers and employees, is responsible for complying with the Code of Conduct – and for helping others to comply with it.

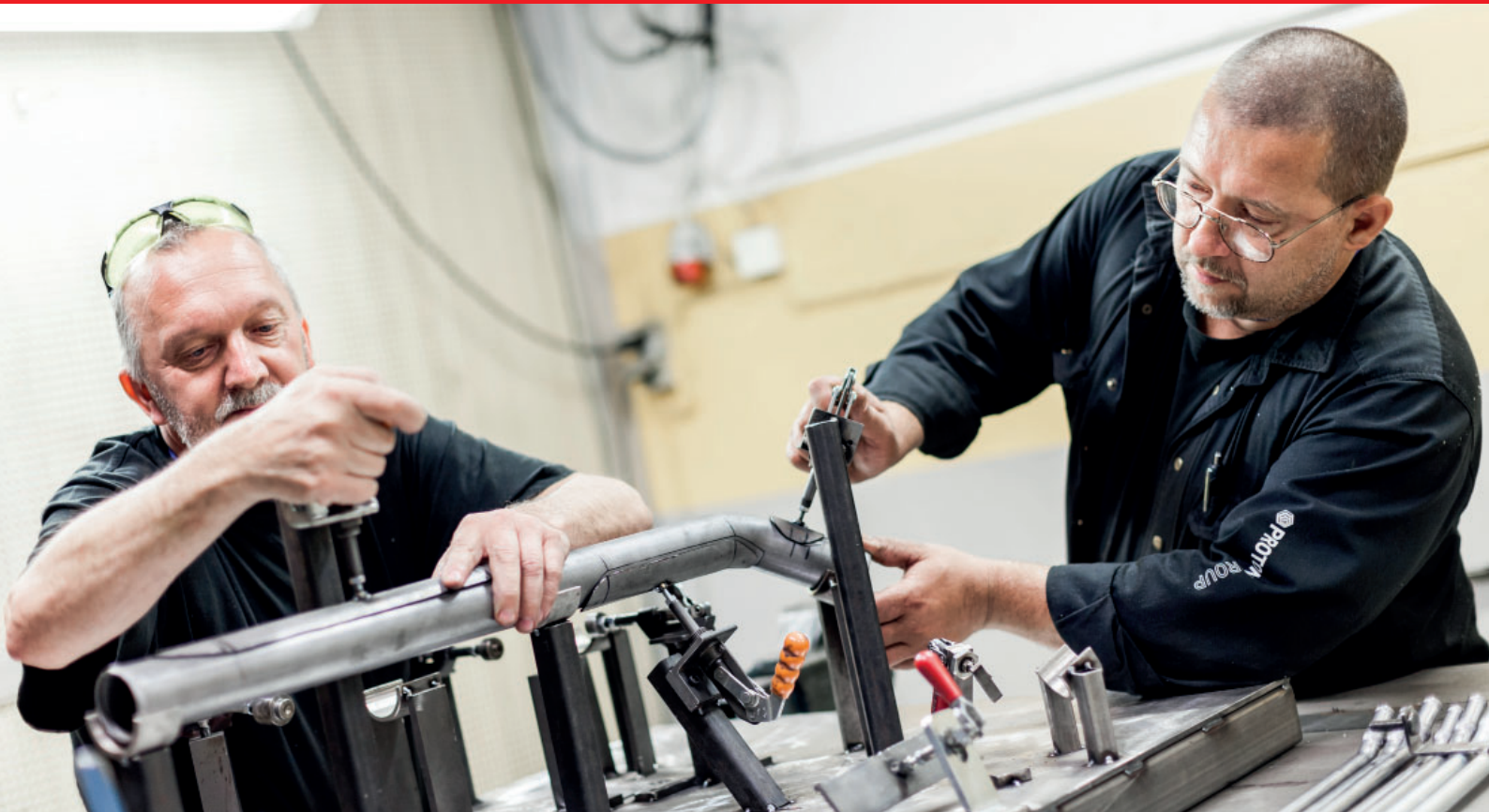
Follow-up

Each manager has ongoing responsibility for following up compliance with the Code of Conduct within their own area of responsibility. Deviation from the Code of Conduct can result in disciplinary action and business partners may be phased out.

Reporting or whistle-blower function

Please take note of the guidelines presented in the Code of Conduct, not only directly within your own department, but also in contacts with other employees or with external customers, suppliers or partners. We all have a responsibility to speak up if we become aware of behaviour or a situation that does not conform with the Code of Conduct. To register or report a suspected violation of the Code of Conduct, you can contact one of the following persons. The report can be made entirely anonymously if desired.

- Your Manager or Supervisor
- Your Manager's immediate superior ("Grandfather principle")
- Your company's CEO within the Proton Group
- HR Department of the Proton Group



Business ethics principles

Laws

We comply with laws, agreements and international conventions such as OECD's guidelines for multinational companies and the principles set out in the UN Global Compact initiative. This means that we respect and comply with employment laws, environmental legislation, competition rules, safety requirements and other provisions that specify the framework in which we must operate.

Relations with business partners

We are honest, open and impartial in our relationships with business partners. This means that we comply with agreements, and keep our commitments. Our partners — and our employees — must feel that they are important in order for our business deals to be as successful as possible.

Bribery and corruption

Our employees act impartially, without own personal gain and do not have personal financial interests in conflict with the interests of the company. Our employees take decisions based solely on objective criteria and do not allow themselves to be guided by personal interests or relationships.

Neither we nor our business partners must act in contravention of applicable competition laws. Neither should we directly or indirectly offer or provide improper payment or other compensation to any person or organisation in order to persuade that person or organisation to act in contravention of statutory obligations in order to obtain, retain, or direct business. We have zero tolerance on actions that override free competition and will take action in these cases.

Politics

Proton Group does not take a political stance.



Human rights and working conditions

Respect for the individual

Proton Group must take steps to ensure diversity and equality, and each individual should feel respected – regardless of gender, gender identity or expression, religion or other belief, age, sexual orientation, (political opinions), ethnicity, (nationality) or disability.

Proton Group works actively to prevent workplace bullying.

Everyone should be treated based on their knowledge and merits in all decisions regarding the work. This includes employment, development, compensation, benefits, training, dismissal and termination.

Working conditions

Commitments in national laws or agreements on social protection as well as the previously mentioned UN Global Compact initiative must be respected and complied with. Child labour is forbidden. The term “child” refers to children under 15 years of age according to the interpretation in the ILO Convention no 138. No form of forced labour or human trafficking will be tolerated. This includes all forms of non-agreed enforced work that is against the willingness and wishes of anyone.

Working for us

The working environment must be safe, stimulating and be characterised by respect for the individual. No one should be exposed to ill-health or accidents at work, and each employee must have a balance between rights and responsibilities.

Balanced life

Proton Group works actively to ensure that its employees are able to achieve a good balance between work and leisure.

Freedom of association

All employees have the right to be a member of, or decline membership of, an employee organisation. Proton Group follows the applicable collective agreements.



Environmental Responsibility

Reduced environmental impact

With the help of committed and responsible employees, suppliers and customers, we will strive to reduce our environmental impact in the operational processes – from initial idea to finished product. The business operates in an environmentally responsible manner.

Continually improving ourselves

We are committed to constantly improve our environmental performance and prevent contamination. When we invest, we consider the environmental impact.

Open and lawful

We follow and comply with environmental laws and other requirements, and we report our environmental facts openly and honestly.