



Sweda Code of Conduct

Promotion Blue Chip Standard (BlueChip), as a member of Sweda Group, subscribes the bellow Code of Conduct as our guideline for a professional and socially sound enterprise.

This Code of Conduct is subscribed to by all our branches.

We strive to:

1. Comply with the highest standards of professionalism, ethics and integrity in our commercial, social and personal activities.
2. Devote ourselves to providing socially reliable products and services.
3. Provide complete customer satisfaction.
4. Share knowledge to raise the level of our sector.
5. Exclusively cooperate with companies that do not use child labour, as described in the relevant conventions of the International Labour Organisation (IAO) and the national legislation.
6. Exclusively cooperate with companies that, in the area of employment, respect and promote the human rights of their employees and those of their suppliers, as well as the directives of the countries where they do their work.
7. Exclusively cooperate with companies that apply a policy that complies with the local and national laws prohibiting discrimination on the basis of race, skin colour, faith, age, national origin or any other applicable grounds when hiring and employing personnel.
All employees must be treated with dignity and respect and the company may not support any form of discrimination in any aspect of its operational management whatsoever.
8. Provide better care for the environment. We are concerned with a safe environment and its protection, dealing respectfully with the natural environment and the cultures of the countries where we or our suppliers have offices. We ask our suppliers to strive to maintain the environment and protect it when managing and implementing their activities.

• We assume the obligation to:

1. At least comply with all legislation and regulations in effect.
2. Pursue permanent training to achieve personal and career growth.
3. Apply this behaviour code and carry it out.