

## Ethical guidelines



Photo: Fredrik Dahlstedt



Göta Verken Miljö's operations are wholly directed towards the development and supply of products and services which contribute to sustainable development, in order to create a society that is sustainable and stable over the long term, and which has less of an impact upon the environment and people's health.

Customers and others around us must be treated with the greatest respect and service sensitivity. Contracts we enter into, and promises we make, must be adhered to. At all levels in the company, employees must treat each other with the greatest respect. In order for the company to be able to remain successful, it is critical that the organisation and every individual employee is seen and regarded in their work as financially, socially and ethically responsible. The company has summarised the taking of responsibility as described below.

### **Business Ethics - responsibility towards customers, partners and suppliers**

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- stands for free and fair trade, and strives towards competition and ethical conditions within the framework for existing legal requirements,
- supports openness, as long as business confidences, which may harm the ability of the company to compete and/or relations with customers, agents, partners and suppliers, are not disclosed,
- will not tolerate any form of corruption in its operation,
- is responsible to its customers for developing and supplying products, services and solutions, which fulfil the customers' expectations on quality, cost effectiveness, the lowest possible use of energy, high reliability, safety and care for the environment.

### **Working Ethics - responsibility towards employees**

Leadership and relations between employees are based on the following values, amongst other things:

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- will treat all employees fairly and with respect, regardless of their ethnic origins, gender, age, national origins, physical ability, religion, sexual orientation, union membership or political belief,
- respects the right of all employees to form and join the trade union of their own choice and to enter into collective bargaining,
- commits itself to offer to all employees a safe place of work, with a good environment. The aim is to eliminate work-related accidents and injuries in all its operations,
- strives towards giving the workforce good opportunities to develop themselves for greater job satisfaction with the opportunity to attain greater competence and greater responsibility,
- will give to all employees a fair chance of competing for new positions - only the relevant suitability for the work in question, and skill, must be the decisive factor,
- will ensure that registration, archiving and use of data on employees is handled in accordance with personal information legislation.

## **Social and financial responsibility towards society, the environment and shareholders**

Götaverken Miljö's responsibility and aim is

- for its operations, products and services to contribute to sustainable development,
- to improve continuously its care for the environment through continuous development work,
- to require its suppliers to apply similar ethical guidelines,
- to choose, as much as possible, environmentally-friendly alternatives for transport and business travel in order to minimise its impact on the environment,
- to choose ecological/fair trade alternatives for the purchase of fruit, coffee, tea etc.,
- to sort waste from the business and make it available for recovery,
- not to tolerate the use of goods made through child or forced labour,
- to respect human rights, democracy and freedom of opinion,
- to create growth and profitability in order to contribute to financially sustainable development in society, for example, by creating employment, without damaging ecosystems or harming the environment,
- to increase the value of the company over time and thereby ensure the long term development of the business and an attractive return to the shareholders.

All employees, i.e. front-line staff, managers and senior management, must be loyal to the company, follow Götaverken Miljö's ethical guidelines, and must not put their own profit above that of the company.

It is every employee's duty to combat action and behaviour, which may harm confidence in the company.