

## HydraSpecma Code of Conduct

*The HydraSpecma code of conduct defines our responsibility towards our customers, our employees, our shareholders, our business partners and towards society. It is to be seen as a guide to how we form good relations and conduct our business.*

### 1. CUSTOMERS

HydraSpecma acts fairly, responsibly and with integrity towards customers in accordance with good business ethics. The claims we make for our products and services are truthful and correct. We fulfill everything we promise regarding safety and product quality. We follow local laws, regulations and our HR policies concerning gifts and entertainment.

### 2. EMPLOYEES

All HydraSpecma employees are treated equally and with respect regardless of gender, age, faith, ethnicity, sexual persuasion, disability or other. Personal relationships must not affect obligations towards the company. No employee may share other employees' personal information without permission. We are obliged to protect the health and safety of our employees at the workplace and to always act with awareness of environmental impact.

### 3. SHAREHOLDERS

We value our shareholders. We communicate with shareholders through the HydraSpecma CEO or his or her delegated representative. We always follow the established procedures for internal control, book keeping, financial management and document management. Company information must never be used for personal use, trade or be passed on unless for legitimate business purposes.

### 4. BUSINESS PARTNERS

HydraSpecma promotes fair competition. We compete fairly and do not enter agreements or understandings that unfairly restrict competition. We follow export and import requirements and under no circumstances do we attempt to gain advantages through fraud or unlawful activities. We also demand ethical business practices from our suppliers and encourages that they also follow the HydraSpecma code of conduct.

### 5. SOCIETY

The *United Nations Universal Declaration of Human Rights* is also Hydra Specma's declaration. We hereby believe that all people have equal dignity and rights that are the foundations for freedom, justice and peace. The resources of the company are never to be used for political purposes. However direct support may be given to charitable or aid organisations. Communication with external partners is through the CEO or delegated representatives of the company.



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Erik Lodberg – CEO, HydraSpecma