

## Code of Conduct

*AB Anders Löfberg's code of conduct consists of a set of guidelines for how we should work in an ethically, socially and environmentally responsible way. The code of conduct applies for all employees in the group and is based on the UN's Global Compact:*

### Human rights

1. We support and respect the protection of internationally proclaimed human rights within our sphere of influence; and
2. make sure that we are not complicit in human rights abuses.

### Labour standards

3. We preserve the freedom of association and the effective recognition of the right to collective bargaining;
4. counter all forms of forced and compulsory labour;
5. child labour; and
6. discrimination in employment and occupation.

### Environment

7. We support a precautionary approach to environmental challenges;
8. undertake initiatives to promote environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.  
Our position is clarified in our [Sustainability policy](#).

### Anti-Corruption

10. We work against corruption in all its forms, including extortion and bribery.  
Our position is clarified in our [Business ethics policy](#).

The code of conduct also requires that we place the same high demands on ourselves and our business activities as we place on our suppliers according to [Code of conduct: green coffee and tea](#) and [Code of conduct: materials, services and equipment](#).



Lars Appelqvist, CEO