

Code of conduct

LGM want to be a competitive, fair, respectful and trusted partner to our customers, our current and future colleagues, our suppliers and our other stakeholders as well as being a good corporate citizen wherever we conduct business. Therefore, LGM has implemented a Code of Conduct which applies to each and every one of us who work for LGM.

Although our Code is written for employees, officers and directors, suppliers, distributors, agents, consultants and others who temporarily perform work or services for LGM are expected to follow our Code and observe the highest standards of business and personal ethics, social and environmental performance.

Supplier Declaration

UN Global Compact

LGM is supporting UN Global compact and is committed to operating in a way that we meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption.

Code of Conduct Declaration

LGM and any of its subsidiaries, affiliates and employees hereby declare that we will adhere to and comply with the following principles:

1. Compliance with laws and regulations

We will always comply with all applicable laws and regulations of the country where we conduct our business.

2. Utilization of children as labour

We will not employ children below the age of 16 except as part of a governmental approved job training, apprenticeship or similar programs.

3. Forced labour

We will not engage or employ people against their own free will, nor will employees be required to lodge "deposits" or identity papers in connection with the employment.

4. Health, Safety and Environmental standards.

We are familiar with and will recognize and adhere to LGM's environmental and work environment requirements which are based on national laws and regulations together with ISO 14001.

5. Improper payments

We will not directly or indirectly offer, promise, accept or receive bribes, facilitation payments or other undue advantages in the purpose to obtain advantages in business.

6. Hospitality and gifts

Hospitality and gifts shall be modest and infrequent. Gifts may not exceed a value of USD 30. Hospitality and gifts may under no circumstances be offered or received under or in connection with contract bidding, evaluation or award.

7. Fair dealing

It is important that we engage in fair dealing practices at all times. Those of us involved in selling, advertising promoting and marketing our products and services as well as staff working in procurement, must ensure that our business conduct is always guided by honesty and integrity.

8. Discrimination and harassment

LGM has made a firm commitment to providing each of us a workplace free from unlawful discrimination or harassment. We do not accept any discrimination due to background like race, color, national belonging, age, gender, marital status, disability, citizenship status or religion. Further, we will treat all persons with dignity and respect and they shall not be unreasonably interfered with in the conduct of their duties and responsibilities.

9. Whistleblowing

LGM encourages staff to report suspected wrongdoings as soon as possible in the knowledge that their concerns will be taken seriously and investigated as appropriate and that their confidentiality will be respected.

10. Conflict of interest

We will not take part in, influence or attempt to influence any decision which can give rise to any actual or perceived conflict of interest.

11. Business Partners

We aim to only retain suppliers, subcontractors and other business partners that live up to the ethical standards reflected in this declaration or other similar code of conduct that sets standards equal to LGM's Code of Conduct and which is found satisfactory to LGM.

12. Resource Efficiency

We will design our products and processes in such a way that energy and raw materials are used efficiently, and waste and residual products are minimized over the products' life cycles.

13. Privacy

LGM security procedures strictly limit access to and use of users' personal information, and require that each of us take measures to protect user data from unauthorized access. Every LGM employee must know the responsibilities under these procedures, and collect, use, and access user personal information only as authorized by applicable data protection laws.

14. Disclosure of Information

LGM employees are obliged to ensure that required information, other than confidential business information, is disclosed to the public, investors, employees,

customers, creditors and other relevant parties in a timely, accurate, complete, understandable, convenient and affordable manner.

Any confidential information shall be kept confidential according to accurate contract or confidentiality laws.

15. Counterfeit parts

When possible, LGM always purchase parts directly from Original equipment manufacturers (OEM) or from manufacturer's authorized suppliers. Independent distributors are used only after consideration of alternate parts and a reasonable search for material from franchised/authorized sources has been conducted and approval has been obtained from the quality / supply chain / customer entities.

16. Protection of intellectual property

LGM always follow Swedish law and the guidelines provided from PRV (Swedish Intellectual Property Office) in order to protect intellectual property.

17. Export controls and economic sanctions

LGM always follow the European Dual Use Export Control Annex and Sweden's sanctions policy, which is coordinated by The UN Policy Department at the MFA.

Violations

Violations of our code, Company policy and the law have serious consequences for the individuals involved, including disciplinary action, up to and including termination. Disciplinary action will be applied consistent with local law. Such violations may also subject the individual and our company to civil and/or criminal prosecution.