

Code of Conduct

Best colleagues!

Our Code of Conduct is a document that will be an ethical guide for all of us employees in how we should think and act in the situations we may encounter in Malmsten. The Code of Conduct gives us the power to make the right decision and choose the right one in all situations. You as an employee are expected to read, understand and follow our code of conduct. You are also expected to take part in and respect our values. It is important to know and follow instructions, regulations and laws within your area of work. You are expected to sound the alarm about suspected crime and report deviations from our Code of Conduct.

We do business ethically and in a correct manner.



Marcus Malmsten
VD, Malmsten AB

Our Vision och Leading Star

Malmsten AB wants to contribute to sustainable societal development and therefore we conduct our business in a responsible and ethical way, so that we can always be a reliable partner for our customers. Malmsten's Code of Conduct, which in documents is called a code of conduct, is based on our values "quality, long-term perspective, creativity, flexibility and consideration" and forms the basis for how we should act in our daily operations.

The Code of Conduct also has a clear starting point in our guiding principle "Creating a safe and sustainable aquatic environment for learning, well-being and competition" and clarifies how we should act to maintain the requirements of our business with an approach we are proud of.

Malmsten wants to maintain the brand's good reputation and help our customers to be successful by maintaining a high standard in our products and services. It is very important that all our employees and business partners in Sweden as well as internationally, take full responsibility for their actions. To ensure this, the Code of Conduct clarifies what we expect employees to follow and what is to be communicated to our business partners.



We strive to be a market leader in our industry that specializes in equipment for swimming pools. Our goal is also long-term relationships with our customers and distributors and we understand that we have a responsibility to everyone who contributes to our success. This makes us committed to working closely with our business partners to achieve a long-term, socially sustainable and environmental standard.

This code of conduct applies to all suppliers, their subcontractors and other business partners who do business with Malmsten or any other company wholly or partly owned by Malmsten.

If we at Malmsten, or an independent third party of ours, want to make unannounced visits to all units that produce goods or services for us, we encourage you as a supplier to cooperate. Unwillingness to cooperate or repeated serious violations of Malmsten's code of conduct and local law can lead to reduced business and ultimately end the business relationship with Malmsten.

Human Rights

Malmsten's starting point is that all people have equal value. Equal treatment and equal opportunities apply to all, regardless of age, gender, sexual orientation, ethnicity, religion, political opinion, disability or social status. Therefore, Malmsten's goal is for the composition in all areas of activity and decision levels to reflect the diversity in our society. We are convinced that diversity, gender equality and an inclusive culture contribute to increased creativity and development power and thus the Group's competitiveness and attractiveness. Our relationship with others and each other is characterized by mutual respect and compassion. Everyone can expect to be respected for who they are. No one is discriminated against or harassed in any way, for any reason or in any context.

Everyone in the company has a responsibility to follow the company's policy and thereby counteract discrimination. A special responsibility rests with managers with subordinate staff. The responsibility for counteracting discrimination means, among other things that issues of ethnicity and other diversity should be introduced at an early stage in recruitment. HR and the current manager monitor that this happens. All Malmsten's employees have freedom of association and organization.

Ethical Guidelines

Malmsten always wants to be a credible and long-term business partner and live up to the commitments we have made. Corrupt business practices, bribes and unethical ways of doing business are not accepted under any circumstances. Our contacts and collaborations with customers, suppliers and contractors must always be characterized by professionalism and commitment. We are always attentive and careful in our relationships, so that the limit for bribery is not exceeded. Bribery is committed when an employee or contractor receives bribes, requests or does not refuse an improper benefit in order to allow himself to be influenced to in one way or another benefit the person who provides the improper benefit. Bribery is to leave, promise or offer an improper benefit to employees or contractors.

Working Environment

The premises must be regularly maintained and cleaned and must provide a healthy working environment.

We do not accept any form of forced or bonded labour and we do not accept the use of prison labour or illegal labour in the production of goods or services for Malmsten AB. All employees at our suppliers shall work by their own free will and no employee should be bereaved his/her identity papers or be forced to pay a deposition.

All workers shall have exactly the same entitlements and shall be treated with respect and dignity. No employees shall be discriminated on the grounds of sex, race, colour, age, pregnancy, sexual orientation, religion, political opinion, ethnic origin, disease or disability.

A written employment contract in the local language which stipulates the employment terms and conditions should be written and accepted by the employee prior to employment.

Legal requirements in terms of working hours, minimum wages, paid leave (such as annual leave, maternity/parental leave and sick leave etc.) shall always be followed for all employees by the employer.

Environment

We strive to have as little effect on the environment as possible which of course also includes the production of our products. To ensure this we should always take the environmental aspect into consideration before starting up production of a new product and to keep an open dialogue with all our business partners on how to effect the environment as little as possible.

Waste Management

Any waste and in particular hazardous waste must be taken care of in a responsible manner and in accordance with local law.

Health and Safety

The safety of employees should always be a top priority. No buildings or equipment that are hazardous to the health of employees are accepted. All buildings should be provided with appropriate fire-fighting equipment, emergency exits and evacuation alarms.

The basic attitude should be that no one should be harmed by what they do to support themselves. The employer is responsible for the employee's safety.

Child Labor

We respect the United Nations Convention of the Right of the Child (1989) taking into account the best interest of the child and therefore we do not accept child labour. No person shall be employed at an age younger than 15 (or 14 where national law so allows) or younger than the legal age for employment if this age is higher than 15. For children under the age of 18 we do not accept work which is hazardous to their health and safety, including work during nightshift. For children under 15 years (or the legal age as above mentioned), the work shall not interrupt their educational development. It is the responsibility of the supplier to ensure that no child labour occurs at their own place of production or operations or at the sub-contractors' place(s) of productions or operations.

Quality

We do not compromise on quality and expect all our suppliers to share the same view. Our vision is a 0% claim and in order to achieve that goal, we expect our suppliers to share our way of thinking.