



OUR VALUES

IN PRACTICE

FCAB'S

CODE OF CONDUCT



A MESSAGE FROM OUR BOARD		4
TO COMPLY WITH THE CODE		5
REPORTING RIGHTS AND RESPONSIBILITY		6
PROTECTION AGAINST RETALIATION		6
INTEGRITY	7	
Honesty and integrity	7	
Conflicts of interest	7	
Competition code	8	
Free trade	8	
Unfair payments	8	
Child labour	8	
Working time	8	
Financial reports and accounting	9	
Insider information	9	
QUALITY STRENGTH		10
Service and product quality	10	
Customer value		10
Work environment		11
Performances of employees	11	
Development of employees	11	
Risk management		11
TEAMWORK		12
Respect and protection against harassments		12
Justice and protection against discrimination		12
Inclusive work environment	13	
International standards	13	
Subcontractors	13	



COMMITMENT		14
Own responsibility		14
Protection of assets	14	
Confidential information	15	
Electronic communication	15	
Personal integrity	15	
Public contracts	15	
SUSTAINABILITY		16
Health and safety	16	
Innovation	16	
Environmental liability	17	
The best team	17	



A MESSAGE FROM OUR BOARD

FCAB'S REPUTATION IS ONE OF OUR BIGGEST ASSETS

IT IS ALL OUR RESPONSIBILITY TO SAFEGUARD THIS -- EVERY DAY.

WE INTEND TO DEVELOP, BUILD ON AND PROVIDE GOOD PRODUCTS AND SERVICES, BUT ALSO THROUGH ACTING IN ACCORDANCE WITH ETHICAL STANDARDS.

That is why our Code of Conduct is so important. Our actions and decisions we make tell the outside world who we are.

Our Code of Conduct defines and documents what we believe in and how we put it into practice.

It is not intended to limit our individuality or provide specific instructions for all situations, but it serves as a daily reminder of the standards you and everyone in FCAB are expected to maintain. This Code of Conduct shall express our cultural diversity, different skills and experiences that unite us, increase cohesion within the team and make us stronger and more innovative.

Thank you for taking the time to read and understand Our values in practice - FCAB's Code of Conduct, which forms the basis for our proud background, but also for a promising future.

Dan-Henrik Eriksson

Thomas Bergqvist

Members of the Board, FCAB



TO COMPLY WITH THE CODE

INTEGRITY, EXCELLENCE, TEAMWORK, COMMITMENT, SUSTAINABILITY.

The words in this Code of Conduct describe who we are. In spite of our differences - geographical, cultural, language and commercial ones - we are one FCAB, a company united around these common principles with a shared commitment to comply with the highest standards of conduct.

We run our organisation in the framework of current laws and regulations, but it is not enough for us to comply with the law alone. We strive for more than that. Through our Code of Conduct, we represent a work environment that everyone can be proud of, a company that is respected and admired, and a better world through our actions. Together, we pave the way towards a value-based culture that will lead us to even greater successes. Together, we maintain our reputation as a company our customers trust.

This Code of Conduct applies to the day-to-day operations of employees in FCAB as well as within our joint venture company in Thailand, ACT, as well as the Members of the Board of both companies.

Each of us has a personal responsibility to read the Code of Conduct, to understand what it means and to consistently comply with it. Individuals with any leading position within the Company have a particularly great responsibility to set a good example of what it means to "follow the code".



REPORTING RIGHTS AND RESPONSIBILITY AND PROTECTION AGAINST RETALIATION.

RIGHTS AND RESPONSIBILITY TO REPORT

If you become aware of a situation or activity that violates or appears to violate the Code of Conduct, Company Policy or applicable law, contact your manager or the management as soon as possible. It is a personal right and obligation to report a situation or activity that violates or seems to violate the Code of Conduct, Company Policy or applicable law. It is important to use these reporting rights in a responsible manner and only report problems if you have reason to believe that an infringement has occurred and not for the purpose of harassment or solely on the basis of personal opinion or otherwise insignificant. You may raise questions or considerations or submit such a report to your manager, management, personnel department or safety representative.

Contact information:

FCAB +46 652 20100

info@fcab.se

Violations of FCAB policies, procedures or this Code of Conduct shall be resolved quickly and efficiently. In connection with the Company's HR guidance and local laws, violations may result in disciplinary action and lead to dismissal.

PROTECTION AGAINST RETALIATION

FCAB will not take any action against you when you report an ethical problem in good faith. In addition, FCAB does not tolerate retaliation from anyone against an employee who raised or reported a problem in good faith.



INTEGRITY

Strength in honesty

INTEGRITY IS THE BASIS OF ALL WE DO.

This is a constant factor. The persons we work with, live with and deliver to should be able to trust us.

We remedy our actions according to our words and deliver what we promised.

We build and strengthen our reputation through trust.

We endeavour not to influence others adversely and do not allow others to adversely affect us.

We show respect, being open and honest.

In short, the Company's reputation reflects work ethics of the employees.

We put our integrity into practice when...

WE ARE HONEST AND ACT WITH INTEGRITY

We strive for integrity and ethical conduct based on the highest standard. We speak the truth. We promise only what we can reasonably deliver. We strive to fulfil our commitments. The Company's customers, suppliers, business partners and colleagues must be able to rely on what we say and trust that we keep our promises.

WE AVOID AND DEAL WITH CONFLICTS

AND POTENTIAL CONFLICTS OF INTEREST

We do not participate in activities that create or give rise to conflicts between our personal interests and the Company's interests. Such situations arise when a personal interest or family member or other relationship makes it difficult for a person to represent the company fairly and fully. Conflicts of interest within all FCAB areas of activity. The most serious conflicts of interest arise when an employee, or a former employee, determines the company's resources, decides whether to employ or lease external resources, or possesses information that may be valuable to third parties. A conflict of interest, or any appearance of such, usually occurs when an employee is offered a gift, a service or a representation. While certain types of gifts are traditionally part of a business relationship, we do not accept gifts, services or representation that are of value that we reasonably have to repay or suggest us to commit to act in breach of law, FCAB's business interests, or FCAB's business ethics.



WE COMPETE FAIRLY

FCAB believes that fair competition is the basis for free enterprise. We comply with the competition laws where we operate. In relationships with our competitors, suppliers and customers, we avoid agreements that restrict our ability to compete with others. We do not enter into any agreement, implied agreement or covenant with competitors affecting prices, sales terms or quantity or type of products and services sold or provided.

WE REFUSE TO MAKE UNFAIR PAYMENTS

In our contacts with public authorities, other companies and individuals, we strictly adhere to ethical business practices. We shall not endeavour to influence others, either directly or indirectly, by paying bribes or taking other actions that are unethical or may damage our reputation as an honest and integral company. Even the slightest appearance of such a procedure must be avoided.

WE ADVOCATE FREE TRADE AND COMPLY WITH INTERNATIONAL LAWS ON TRADE, ENVIRONMENT AND WORK ENVIRONMENT

FCAB competes best in a free trading environment. Free trade requires that we continually improve our international competitiveness and create an environment that allows us to better meet customer needs. We promote methods that increase competition in the international market and decrease, or even better, eliminate trade and investment barriers. We believe that trade liberalisation leads to economic gains that increase living standards and provide better quality of life. We undertake to comply with applicable international, but also local laws on trade, environment and working conditions. Each of us has a responsibility to ensure that we comply with these laws and regulations in the countries in which we operate.

CHILD LABOUR

We do not employ any employees under the age of 18, partly because our clients have a prohibition on child workers, and that we have this policy ourselves; however, the statutory minimum age can vary in different countries, from 14 to 16 years.

We set the same requirements for all our subcontractors.

ID verification applies to all staff.

Our position to employ only persons who reach the age of 18 is also based on the fact that in many countries this age is required to operate, among other things, electrical machines, which are frequent in our industry.

FCAB pays salaries that always exceed the statutory minimum salary and/or what is required by recognised employee organisations in this country. As a rule, the salary levels are based on Swedish levels.

WORKING TIME

We maintain reliable transparent systems for time and salary reporting.

For working in Sweden and Norway, the documents apply are usually ID-06 and "Building Card", other ID requirements apply in other countries.



ACCIDENT INSURANCE

FCAB has accident insurance on all employees, partly via Swedish FORA, but also via If for foreign staff, because FORA does not cover them.

WE ENSURE COMPLETE AND CORRECT FINANCIAL REPORTS AND ACCOUNTS

Customers, creditors, public authorities and others have a legitimate interest in the Company's financial statements and accountancy data. The integrity of FCAB's financial statements and accounting is based on validity, correctness, completeness, timeliness and comprehension of basic information supporting the data in the Company's accounts. We shall ensure that all accounting and financial information is in accordance with the basis.

WE DEAL WITH INSIDER INFORMATION IN AN APPROPRIATE AND LEGAL MANNER

Insider information can be defined as any information about a company that is not known to the public.

Such information - some financial information, technical material and future plans, for example - may have a significant value for others and must therefore be regarded as strictly confidential. Insider information may be "vital" for our competitors.

Anyone who knows "vital" insider information about FCAB may not use this for personal benefit or forward it to others. This also applies to third parties with any relation with FCAB employees.

We do not permit the 2nd, 3rd or other parties to access our electronic storage media and/or our archives without special permission that can only be decided by the Company's Board at an extraordinary general meeting where all members shall be physically present.



QUALITY STRENGTH

WE SET AND ACHIEVE HIGH OBJECTIVES

The quality of our services and products reflects the power of FCAB's pride as we know what we are doing and what we achieve. We are passionate about people, processes, products and services that surpass most. We are firmly committed to serving our customers through development, continuous improvement, highest focus on our customers' needs, and genuine interest in meeting these needs.

We put our quality strength into practice when...

WE DO NOT ACCEPT ANYTHING ELSE THAN MAXIMUM PRODUCT AND SERVICE QUALITY

We aim at the highest quality and take personal pride in all the services and products we offer and deliver. Our immediate focus on customers' needs drives us to continuous improvements. Our success depends on exceeding our customers' expectations.

WHEN OUR FOCUS IS TO DELIVER THE BEST TOTAL VALUE TO OUR CUSTOMERS

Our objective is to always meet our customers' needs. Our Board and staff have built a good reputation by listening to our customers, understanding their needs and delivering services, products and solutions enabling them to succeed. Our customers' expectations for FCAB are high.

Each of us must ensure that any individual decision and individual action contribute to a positive image of the Company, making the customer more satisfied and promoting customer loyalty.

In order to complete this, we act with the highest priority thinking to achieve the best value in the services and products we deliver.



WE CREATE A WORK ENVIRONMENT SUPPORTING OUR QUALITY STRENGTH

FCAB employees expect a work environment that promotes personal development and continuing training. We actively seek and exchange different perspectives to achieve our quality strength. Employees are entitled to express their views in good faith regarding how we can improve and develop our own performance and the Company's results.

We listen actively, respond, discuss and encourage teamwork and base decisions on facts.

WE EVALUATE, SELECT AND APPOINT EMPLOYEES BASED ON THEIR QUALIFICATIONS AND PERFORMANCES

FCAB evaluates, selects, appoints and rewards employees based on their personal qualifications, skills for work, proven performance and how they contribute to FCAB.

WE PROVIDE DEVELOPMENT OPPORTUNITIES TO OUR EMPLOYEES

We ask our employees to always do their utmost, learn by mistakes and but also their successes and seek opportunities to improve their own performance, but also through continuing training offered by the Company and recommended by the Company's superiors. We encourage personal development and help our employees to manage their current job and improve their professional skills. We work to ensure opportunities for all employees to develop their skills and contribute to FCAB's success.

WE SEE ANY RISKS AS SOMETHING TO BE DEALT WITH AND AS A POTENTIAL OPPORTUNITY

As we acknowledge that entrepreneurship and risk-taking go hand in hand, we shall actively determine, evaluate and manage risks that potentially can have a major impact on our business.

For us, risk management also includes seeking new opportunities for potential competitive advantages.



TEAMWORK

The strength of cooperation

WE HELP EACH OTHER TO SUCCEED

Firstly, we are ONE team where every individual we cooperate with within the Company and the ones we deliver to have unique qualities that we try to achieve in the best possible way. Varying approaches and decision-making processes enrich and strengthen our team.

We respect, accept and appreciate that people have different opinions, experiences and backgrounds. We know that through cooperation we get better results than any of us can accomplish on our own.

We put teamwork into practice when...

WE TREAT OTHERS WITH RESPECT AND DO NOT TOLERATE THREATS OR HARASSMENTS

The value of each individual's contribution with regard to cooperation can only be fulfilled when we treat each other with the respect, trust and dignity we expect ourselves.

FCAB has a rule that states that the working environment should be without threats and harassments.

As individual employees, we are entitled to expect a positive work environment, together with the responsibility and sometimes the obligation to speak up and request changes when we notice any behaviour that violate this rule.

WE TREAT PEOPLE FAIRLY AND PROHIBIT DISCRIMINATION

We obtain a productive and motivated workforce by treating all employees fairly and equally. We respect any employee's opinions. We select and appoint employees based on their qualifications for the work to be performed and according to suitability, without regard to race, religion, national origin, skin colour, sex, gender identity, sexual orientation, age and/or physical or mental disability. We support and comply with laws that prohibit discrimination wherever we operate.

FORCED AND BINDING WORK

There is no and there will never be any forced, detained or involuntary labour.



WE SAFEGUARD AN INCLUSIVE WORK ENVIRONMENT

We welcome diversity and integration. We respect the uniqueness in individuals and appreciate our differences. We value diversity of unique abilities, skills, talents, cultures and experiences that enable us to achieve better customer relationships and personal results. We know that we get better results and positively affect people and customers we deliver to when we search and are open to different views.

WE RUN AN INTERNATIONAL COMPANY ACCORDING TO A CLEAR INTERNATIONAL STANDARD

As an international company, we understand that there are many different economic, cultural and political approaches and governance at different locations in the world. We understand the great diversity that exists for customs and traditions in the labour markets of the countries in which we operate. We respect these differences and, as much as possible, taking into account the principles of our Code of Conduct, we have the flexibility to adapt our business practices to them. We take advantage of our international experience to achieve the best results

WE BELIEVE THAT OUR SUBCONTRACTORS ARE A PART OF US

We seek solid and mutually beneficial relationships with our subcontractors who increase the value of our services and products through close collaboration throughout the project. We see subcontractors as an extension of our Company and an important part of our quality requirements. We are looking for subcontractors and partners that have at least equal strong values and commit themselves to following the principles that will be described in FCAB's Suppliers' Assessment for Subcontractors. We expect our subcontractors to comply with the rules that we advocate and share with all business partners, comply with laws and run an organisation that respect human rights.



COMMITMENT

The strength of responsibility

WE TAKE RESPONSIBILITY

Both individually and collectively, we make meaningful commitments - first to ourselves and then to those we work with and deliver to. We understand and focus on our customers' needs. We are responsible members of our society, committed to safety, environmental protection and conducting ethical business onwards.

We put our commitment into practice when...

WE TAKE PERSONAL RESPONSIBILITY

We have undertaken to lead FCAB to success and we bear all responsibility to protect and maintain FCAB's reputation. All employees have a personal responsibility to meet both individual and common objectives. We expect our employees to use good judgment and avoid any communication and disclosure that may adversely affect our reputation. The employees are personally responsible for following practices according to company policies, arrangements and applicable laws.

WE PROTECT OUR ASSETS, TRADEMARKS AND INTANGIBLE PROPERTY

We make every effort to preserve, protect and use all our assets in a responsible manner. This includes tangible and intangible assets, such as trademarks, technology, business information and intangible capital. We do not disclose business secrets or other sensitive information belonging to the Company, our customers or subcontractors - whether employed in our Company or thereafter. When sharing business information with others, we shall strive to use appropriate control routines to protect our interests. We respect the intellectual property rights of others. While we can employ people who are competent and experienced in various technical areas, no one is employed for the purpose of gaining access to business secrets and sensitive information about others. The Board has a personal liability to use all appropriate measures to protect the Company's assets from loss, theft, injury or abuse.



WE PROTECT OUR CONFIDENTIAL INFORMATION

We consider any heavyweight information as an asset and protect it accordingly. Certain information is publicly disclosed, such as advertising and product documentation, etc. Everything else, including business secrets, confidential financial information, plans for the development of new services and products and other company and personal data, shall be protected by appropriate and reasonable measures and, where appropriate, legally binding agreement. (See also page 9, last item))

WE USE ELECTRONIC COMMUNICATION TECHNOLOGY RESPONSIBLY AND PROFESSIONALLY

Electronic communication technology plays an important role in the daily work. The Company's technology is maintained for legitimate business by persons authorised by the Company. Access to and use of the Company's technology, including the Internet, FCAB's internal system, is expected to be carried out responsibly and professionally in accordance with the Code of Conduct and other Company policies.

WE RECOGNISE AND RESPECT PERSONAL INTEGRITY

We recognise and respect any right to privacy for individuals. We collect and process only personal information that is required or appropriate for the business and this only through lawful means. We take reasonable and appropriate measures to protect the security and confidentiality of the Company's registry containing personal data, regardless of whether these data are held by FCAB or FCAB's business partners.

WE RESPECT THE LAWS REGULATING THE WAYS PERMITTING US TO DO BUSINESS WITH THE PUBLIC SECTOR

We are aware that special rules apply to agreements with public authorities, municipalities and state-owned companies. We respect our contractual obligations with these customers and comply with all applicable laws for public sector transactions. We are responsible for fulfilling the obligations that accompany this type of business, and ensure that we act honestly and with the highest integrity.



SUSTAINABILITY

WE STRIVE TO CONTRIBUTE TO A BETTER WORLD

Sustainability is a part of who we are and what we do every day. We are aware that sustainable success includes a balance between environmental considerations, social responsibility and economic growth. We have this vision in mind when we work in all countries where people's basic needs - such as housing, drinking water, education and reliable energy - are met. This applies to all countries and people on our planet. We shall endeavour to provide work environments, services, products and solutions for productive and efficient use of resources in our attempt to implement this vision. We believe this commitment supports sustainable success for our customers and our employees.

We put sustainability into practice when...

WE PROTECT OUR OWN AND OTHERS' HEALTH AND SAFETY

We value our employees and contribute to an environment where people can live safe, healthy and productive lives. We strive not to contribute to serious environmental pollution that can have far-reaching impacts on measures and costs. We put safety first with the goal of preventing injuries, occupational diseases and security incidents. We actively protect health and safety for all our employees, subcontractors and clients in all our workplaces through policies and practice programs that help them to protect themselves and their employees. Our commitment to having safe methods extends across our whole chain, from subcontractors to end users. All employees should be prevented from being exposed to serious safety and health hazards that may pose a risk of poor health and, in worst cases, death.

We strive to provide our customers with services and products that are safe and reliable.

WE DEVELOP TO HELP TO INCREASE CUSTOMERS' SUSTAINABILITY

We develop to provide our customers with services, products and solutions that improve the sustainability of their business. We utilise technology and customer insight to improve services and products, promote renovations, encourage re-use, and help to make workplaces more productive, safer and more efficient. We support sustainable solutions that protect and preserve the environment. Our services and products should surpass existing laws, regardless of where they are performed or sold.



WE HAVE FOCUS ON ENVIRONMENTAL LIABILITY AND WASTE PREVENTION

We focus on improving the quality and efficiency of our business while reducing our environmental impact. We support environmental work by using processes that enable waste prevention, improve quality and promote efficient use of resources in our workplaces. We collaborate with our subcontractors and customers to improve the processes and systems used throughout the construction process and the deliveries of services and products. We have undertaken to comply with environmental laws and regulations and expect our subcontractors and customers to do the same.

WE ATTRACT AND DEVELOP THE BEST TEAM

We are engaged in business that respects human rights. We recognise how important our employees are for FCAB's continued success. We attract and develop the best team of innovative and high-performance employees and plan our international workforce strategically. We build trust and commitment through open and sincere dialogue and encourage our employees to pursue their career objectives and personal development. Workforce is sustainable if it is always ready to deliver according to our commitments both at present and in the future.

Our Code of Conduct is a living document and is updated on a regular basis.

Thomas Bergqvist, member of board and responsible for quality, environment and work environment