

FRISTADS KANSAS GROUP

Sustainability & Corporate Responsibility Policy



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*It is a privilege to be in a position to where our actions can contribute to make things better;
Better for people, better for the community and better for the environment.*

At FRISTADS KANSAS GROUP, we believe that social and environmental responsible companies performs better. We spare no efforts to meet and exceed all SCR (Sustainability & Corporate Responsibility) related expectations of the company's stakeholders.

However, we also believe that the greatest reward of our efforts in terms of SCR is to see the concrete results in the form of good working conditions for the people that we depend on, and measurable reductions of negative environmental impacts.

All brands of the FRISTADS KANSAS GROUP embrace the notion that all corporations have a social responsibility that they must act upon on a fundamental human level, *we act because we care, and because we can.*

FRISTADS KANSAS GROUP's overarching ambition in the realm of SCR is to meet and exceed the expectations of our key stakeholders, and to ensure that our effort generates concrete positive results. We believe that the path to achieve this goes through dialogue, accountability, transparency and continuous improvement.

Dialogue: We actively listen to and engage with our stakeholders as well as with experts on environmental and social affairs.

Accountability: We monitor the results of our efforts and allow external parties to perform independent gap assessment of our compliance process,

Transparency and continuous improvement: information about our SCR policies, goals and progress available to all interested stakeholders.

As a member of the United Nations Global Compact, the FRISTADS KANSAS GROUP embraces its 10 guiding principles for Corporate Responsibility on Human Rights, Labour, Environment and Anti-Corruption. We at FRISTADS KANSAS GROUP are determined to make every effort to ensure that our SCR policy and the principles outlined in the UN Global Compact are reflected throughout our organisation, in our management strategy, in our organisational culture, and in our day-to-day operations.

FRISTADS KANSAS GROUP's Policy on Human and Labor rights

1. FRISTADS KANSAS GROUP supports and respects the protection of internationally proclaimed human rights.
2. FRISTADS KANSAS GROUP will do everything in our power to make sure that we are not complicit in human rights abuses.
3. FRISTADS KANSAS GROUP upholds the freedom of association and the effective recognition of the right to collective bargaining within our sphere of influence.
4. FRISTADS KANSAS GROUP upholds the elimination of forced or compulsory labour within our sphere of influence.
5. FRISTADS KANSAS GROUP upholds the effective abolition of child labour within our sphere of influence.
6. FRISTADS KANSAS GROUP upholds the elimination of discrimination in respect of employment and occupation within our sphere of influence.

At FRISTADS KANSAS GROUP, we take respect for human rights and compliance with international and local labour laws very seriously. To ensure that we uphold high standards, our Code of Labour Standards is based on those of the International Labour Organisation (ILO) and the Universal Declaration of Human Rights, in relation to forced labour, child labour, freedom of association, compensation, working hours, occupational health and safety, and a legally binding employment relationship.

The FRISTADS KANSAS GROUP Code of Labour Standards applies to all brands and entities that are part of the group. It is our responsibility towards everyone who contributes to our success, to select business partners that share our commitment to upholding high standards for Labour practices.

FRISTADS KANSAS GROUP is committed to ensure that all suppliers and each and every of its factories, with which FRISTADS KANSAS GROUP has a direct (contractually regulated) business relationship, understand, share and sign our Code of Conduct. FRISTADS KANSAS GROUP does not expect all suppliers and each and every of its factories to be in full compliance with our Code of Conduct from the start, but all approved FRISTADS KANSAS GROUP suppliers and factories must be fully committed to reach that goal.

To verify compliance with the FRISTADS KANSAS GROUP Code of Conduct, audits are conducted at suppliers and its factories and internal follow up work monitored to ensure that full compliance is being reached within acceptable time frames. To retain external legitimacy for our Code of Conduct Compliance Scheme FRISTADS KANSAS GROUP collaborates with third party organizations' that assesses our work and make the results publicly available.

FRISTADS KANSAS GROUP's Policy on Environment

- 7. FRISTADS KANSAS GROUP supports a precautionary approach to environmental challenges.**
- 8. FRISTADS KANSAS GROUP shall undertake initiatives to promote greater environmental responsibility.**
- 9. FRISTADS KANSAS GROUP shall encourage the development and diffusion of environmentally friendly technologies.**

At FRISTADS KANSAS GROUP, we recognize that all activities associated with the production, consumption and end-of-life disposal of products has an impact on our environment. We believe that it is our responsibility to work actively and systematically to contribute to a process of continuous environmental improvements within our sphere of influence. In our work to reduce the environmental impacts associated with our business we believe in the value of a life cycle perspective, a precautionary approach, a focus on continuous improvement, and the general idea that prevention is better than cure.

FRISTADS KANSAS GROUP brands and entities comply with the requirements of environmental legislation and approved codes of practice.

FRISTADS KANSAS GROUP systematically assesses the environmental impact of our business decisions by listening to stakeholders and environmental experts and focus our efforts on the issues that are of the highest concern and where we can contribute most effectively to real improvements.

FRISTADS KANSAS GROUP continuously seeks to improve environmental performance, by reducing use of energy, water and material resources, and by minimizing emissions and waste. Focusing on prevention we creatively rethink our products and processes and among our employees raise awareness, encourage participation and train on environmental matters.

FRISTADS KANSAS GROUP is committed to ensure that all suppliers, each and every of its factories, and contractors take environmental protection as seriously as we do and acknowledge and sign our Restricted Substance List latest version.

FRISTADS KANSAS GROUP is also recognizing that part of the environmental impact associated with our products may arise during the use and end-of-life phases of the products life cycle, and can therefore assists customers for them to use our products in an environmentally-sensitive way.

FRISTADS KANSAS GROUP's Anti-Corruption Policy

10. FRISTADS KANSAS GROUP shall work against all forms of corruption, including extortion and bribery.

At FRISTADS KANSAS GROUP, we believe that bribery, extortion and corruption destroy confidence in the marketplace and business relationships, weaken democracy, change economic and social development and damage the transparency in the transaction of business.

FRISTADS KANSAS GROUP stands up for business activities free from unfair influence of bribery, extortion and corruption. We supports anti-corruption and bribery awareness among our employees and business relations throughout all our offices in the world.

We do not permit illegal payments or bribes to any government official nor do we engage in any political activity or contribution contrary to the laws in countries where we do business.

The acceptance of any advantages in relation to FRISTADS KANSAS GROUP's business is prohibited and in breach of all brands' policies member of the FRISTADS KANSAS GROUP. Employees are not allowed to request any advantage from suppliers or other current or future business partners. In general, FRISTADS KANSAS GROUP discourages the practice of giving and/or receiving gifts³ However, recognizing that in certain cultures gifts are a business tradition, FRISTADS KANSAS GROUP has established a specific standard for acceptable and unacceptable gifts as a guideline for all FRISTADS KANSAS GROUP employees.

Anders Davidsson

Fristads Kansas Group CEO



WE SUPPORT

