

ANTI-CORRUPTION POLICY. AB Skånesten

- AB Skånesten always follows the laws and regulations that exist in the countries in which it operates.
- AB Skånesten acts responsibly and ethically correct in relation to our business relationships.
- AB Skånesten has zero tolerance for bribery, corruption, extortion and cartel formation.
- AB Skånesten shall never perform or be involved in work that is performed without VAT, so-called undeclared work.
- AB Skånesten shall never be involved in conferences, entertainment, meals and gifts that can or are considered to be a bribe or bribery. Caution should be taken in this type of activity and the purpose of these activities is only to maintain a good business relationship. An example of this could be giving a Christmas gift to employees, customers and suppliers. This gift must be of a reasonable nature and only be for the purpose of maintaining a good business relationship. The Christmas gift must not be costly in the sense that it can be considered a bribe.
- AB Skånesten shall always act ethically and morally in relation to incoming and outgoing invoices. AB Skånesten shall never manipulate invoices for its own gain. Furthermore, AB Skånesten shall notify the customer or supplier if an



invoice has been incorrectly paid and correct this immediately.

AB Skånesten actively works for an industry without economic crime.

The purpose of this policy is to create a philosophy within the company/industry where ethics and morality in relation to economic aspects contribute to openness, honesty and equal conditions, in order to compete together on equal terms within the industry. AB Skånesten has a policy of only competing with quality of work execution, speed of work execution, price and friendly staff which ultimately creates good and long-term business relationships and sound business ethics.

This policy is implemented through continuous discussions with both employees and customers. If irregularities are suspected, this is reported immediately to the parties concerned and measures are taken.

Daniel Ingsten

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