

## CODE OF CONDUCT. AB Skånesten

RESPONSIBILITY, JUDGMENT, HUMILITY and WORKMANSHIP. These are AB Skånesten's core values that permeate the entire organization. These values should form the basis for how we want the outside world to view us and how we want to act towards our fellow human beings.

RESPONSIBILITY, AB Skånesten takes responsibility for what we do and how we act. If we have made a mistake, we take responsibility for it and correct it. If we have acted incorrectly in any way, we take responsibility for it and accept the consequences. We will also take responsibility for the assignments we undertake, which means that clients can feel safe and secure when they hire us, at all levels.

JUDGMENT, AB Skånesten shall always act based on good judgment. You could call it common sense, to think before you say or do something. An example of this could be that if we are asked to carry out a task and we believe that the approach is not good, then we say this and come up with a suggestion on how this could be done differently so that in the end it will be a task with good quality and sustainability. Despite this, the supplier wants to carry out the work based on their approach. In that case, we refuse the assignment and explain

that the end result will not be good so we cannot undertake the assignment.

HUMILITY, AB Skånesten shall be humble towards our clients, suppliers and staff. This means that we are responsive to opinions and situations, which results in a constructive dialogue that ultimately contributes to a homogeneous atmosphere for everyone.

WORKMANSHIP, AB Skånesten's greatest pride lies in the competence and knowledge we have in stone work. Our philosophy is to carry out work with the absolute best quality. Our guideline is receive inspection remarks never to complaints about our work. We work on the basis that quality is cheap. This means that the work we carry out should have a very long best before date, which means that ultimately we are competitive with the price. We take RESPONSIBILITY for our work to be carried out correctly for optimal quality. We act with good **JUDGMENT** to ensure the approach. We are **HUMILE** to the fact that everyone works in different ways with different ambitions and in this way we can together create the conditions for good quality through discussion and responsiveness. We know a lot but not everything, we learn new things every day and we are very respectful about the knowledge of others in order ultimately become even better at what we do.

BUSINESS ETHICS, AB Skånesten shall always comply with the laws and regulations that apply in the market in which we operate. We have zero tolerance for corruption, bribery and financial crime.



More about how we work with business principles can be found in our **ANTI-CORRUPTION POLICY**.

WORK ENVIRONMENT, AB Skånesten safeguards a good working environment for our employees, customers and subcontractors. The working environment must be safe, healthy and free from discrimination and bullying. We treat all people egual terms regardless on background. More about our work environment work can be read in our WORK ENVIRONMENT PLAN.

ENVIRONMENT, AB Skånesten safeguards the environment and always follows the regulations set at the workplaces work we at. Taking RESPONSIBILITY for the environment is important to us as we realize that without active environmental work, the planet we live on will not be well. And as everyone knows, when someone is sick, they do not perform well and if they do not get well, it can have long-term negative effects. You can read more about our environmental work in our **ENVIRONMENTAL POLICY.** 

Daniel Ingsten

Date & Place