

**CONFLICT OF INTEREST**

HYDAC AB expects its employees to act with integrity at all times to safeguard the trust in HYDAC AB, which is held by its stakeholders and other individuals and organizations with which our businesses interact.

No employee shall engage in personal activities or pursue financial or business interests which might give rise to, or give the appearance of, conflicts of interest with HYDAC AB or which might compromise their ability to meet the responsibilities of their job.

LABOUR RIGHTS

HYDAC AB pursues an employment policy following the principles of equal opportunity, preventing any discrimination concerning matters of gender, transgender or other sexual orientation, origin, religious or other belief, age or physical or mental disability. We adhere to the fundamental ILO conventions regarding i.a. child labour and forced labour, non-discrimination and freedom of association, and thus respect the rights of each employee to join a trade union or other bona fide employee representative organisation and to participate in collective bargaining procedures.

MONEY LAUNDERING

HYDAC AB is committed to conduct business only with reputable customers and other business partners, who conduct their business in a lawful manner, and whose funds are derived from legitimate sources. We do not accept any proceeds from crime or terrorism, nor do we want to take any part in money laundering. All employees are obliged to follow all accounting, record-keeping and financial reporting requirements, which are applicable to cash payments and other payments in connection with transactions.

FAIR AND LAWFUL COMPETITION

HYDAC AB believes in competing fairly and vigorously in its markets. We do not engage in, nor are party to, agreements, business practices or conduct that, as a matter of law or other regulation, are anti-competitive.

CONFIDENTIALITY

HYDAC AB is aware that confidentiality is an essential basis for contacts and relations. We therefore undertake not to use any oral or written secret information of a commercial or technical nature obtained in connection with partner based talks, negotiations or contracts as well as all documents, information and trade secrets for own purposes and to keep them secret from third parties.

BRIBERY

HYDAC AB does not offer, promise, give, demand or accept bribes or other unethical advantage in order to obtain, retain or give business or other advantage.

COMPLIANCE WITH LAWS & REGULATIONS

HYDAC AB, its employees, partners, advisors, distributors and agents, are required, as a minimum standard, to comply with all laws and regulations of the countries in which they operate as well as relevant international regulations and HYDAC Policies and Business Code HYDAC AB - HYDAC Group of Companies.

ENVIRONMENT

HYDAC AB is committed to ensuring that, as far as reasonably practicable, any detrimental effects of its activities, products and services upon the environment are minimised. We will, as a minimum, comply with applicable statutory environmental provisions and regulations, actively work to minimize risks of environmental incidents and continue developing HYDAC AB's engineering and technology know-how to reduce the environmental impact of our processes and products.

HEALTH AND SAFETY

HYDAC AB is committed to conducting all its activities in a manner, which achieves the highest practicable standards of health and safety. We seek to protect our employees, physical assets, information and reputation from potential security threats and seek to minimize the risks of health and safety incidents.

HUMAN RIGHTS

HYDAC AB seeks to uphold all internationally recognized human rights standards (United Nations Declaration of Human Rights and the OECD Guidelines for Multinational Enterprises) wherever its operations are located. We adhere to all relevant government guidelines designed to ensure that products are not incorporated into equipment used for the purposes of terrorism or abuse of human rights, i.e. import and export control regulations of countries where we operate.

SOCIAL RESPONSIBILITY

HYDAC AB will not undertake commercial activities in countries where it is made impossible to adhere to our Business Code of Conduct, nor will HYDAC AB do business in countries subject to international and relevant national embargoes prohibiting such business.