



Corporate Social Responsibility (CSR) Policy & Code of Conduct

EFG for sustainable development

EFG is an international group of companies. We are aware that our business operations affect the world around us. EFG is also a local actor with stakeholders both inside and outside the business. A responsible approach to CSR issues is therefore embedded and implemented in all aspects of our operations.

This policy formulates the ethical demands we make on ourselves, and which we assume all our business partners respect.

Our CSR policy and code of conduct is implemented by all employees in the EFG group. The policy is published on our websites and is used as a means of control when signing internal and external agreements.

Objective

With its CSR policy, EFG aims to contribute to sustainable development in our society, to strive responsibly to minimize the negative impact of our decisions and activities. We will act ethically, frankly, and with consideration for the expectations of the world around us. EFG adheres to applicable legislation and regulations, taking into account international standards and values.

EFG utilises the UN **Global Compact** as the basis for its CSR policy:

<http://www.unglobalcompact.org/AbouttheGC/TheTENPrinciples/index.html>

Human rights policy

The principle for EFG's view on **human rights** is based on principles 1 and 2 in the Global Compact:

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence; and

Principle 2: Make sure they are not complicit in human rights abuses.

At EFG this means that we support and respect the principles protecting international human rights within our sphere of influence. We shall ensure that our company is not a party to abuses of these rights.

In contacts with customers, suppliers and the outside world, EFG co-workers shall act in an ethical manner with strict business ethics, thus avoiding involvement in relations and activities that violate human rights.



Policy for labour standards

The principle for EFG's view on **labour standards** is based on principles 3, 4, 5 and 6 in the Global Compact:

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labour;

Principle 5: The effective abolition of child labour; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

At EFG this means creating working conditions that correspond to these principles and abiding by applicable legislation and regulations. EFG will abstain from business that breaches these principles.

All co-workers shall be given the opportunity to develop the skills required to handle the task and to promote their careers.

To raise diversity in our work groups and to contribute to the public welfare, EFG offers trainee positions to new arrivals to Sweden. Through these trainee positions, our trainees will be given the opportunity to be integrated in the Swedish working life and to learn the Swedish language and culture. The aim of the trainee positions is to raise the trainees' employability in the Swedish labor market meanwhile EFG's employees will be enriched with cultural exchange which furthermore will raise understanding and respect for people from other cultures.

Policy for the environment

EFG is certified according ISO14001. The principle for EFG's view on the **environment** is based on principles 7, 8 and 9 in the Global Compact:

Principle 7: Business should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

At EFG this means that business operations shall consider risks from an environmental perspective. We shall be familiar with global environmental issues and aim to take advantage of opportunities for direct positive impact in our business.

All the materials we use shall come from suppliers who actively work to ensure that materials are sound. EFG is FSC® certified and as far as practically possible, wooden materials shall originate from FSC certified companies. License code FSC-C009111.

All packaging shall be reduced to a level that is sufficient to avoid damage to the products. Packaging materials shall meet durability requirements and, after usage, be recyclable or reusable.

Where practically viable, all products shall be recyclable, and a plan shall be made to enable recycling or recovery of worn-out products. Environmental issues shall be central to our product development and how we plan our operations where there are significant environmental effects. EFG Reuse is a

business area within the European Furniture Group where we help our customers, when buying new products, to responsibly phase out their old furniture through selling them, donate them to non-profit organisations or through recycling.

Policy against corruption

The principle for EFG's view on *corruption* is based on principle 10 in the Global Compact:

Principle 10: "Businesses should work against corruption in all its forms, including extortion and bribery."

At EFG this means that we should demonstrate honesty and integrity in the interplay among co-workers, EFG's partners and the world around us.

None of EFG's co-workers may receive or make payments, gifts or similar remunerations which can influence, or appear to influence, objectivity during business decisions.

EFG shall pursue its business in full accordance with legislation and regulations which encourage free trade and competition.

No co-worker may carry out work, or practice business, which competes with or deals with EFG.

Co-workers who find themselves in a situation, in which they may risk a conflict of interests with EFG's policy, should report it immediately to management for handling of this conflict.

Observance

Observance of EFG's CSR policy and code of conduct is a matter for the group executive board. Moreover, managers are duty bound to guarantee that all co-workers and business partners in their area of responsibility are informed about policy content, and that observance is a requirement.

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