

Code of conduct

Johanson Design AB

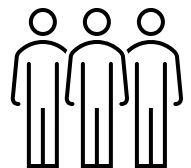
Johanson Design AB (hereinafter referred to as "Johanson") always strives to represent a respectable brand with high ethical standards and integrity for all its stakeholders, partners, suppliers and customers. This Code of Conduct covers Johanson's fundamental values, principles and working methods. Johanson requires that anyone who in any way represents or cooperates with Johanson has read, understood and applied the following guidelines in this Code of Conduct.

The Guidelines of this Code of Conduct are based on *the UN Global Compact*, *the UN Guiding Principles for Business and Human Rights*, *the OECD's Due Diligence Guidance for Responsible Business Conduct* and *Möbelfakta's requirements for responsible supply chains* which Johanson supports and follows.

Operating companies with any type of connection to Johanson must comply with the national legislation where the operation is carried out. If international legislation imposes stricter requirements than national legislation, the international legislation must be complied with. Companies should inform their suppliers of these guidelines and ensure that they comply with them.

Human rights

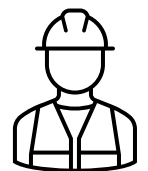
Compliance with the *UN Universal Declaration of Human Rights (1948)*, *the International Covenant on Civil and Political Rights* and *the International Covenant on Economic, Social and Cultural Rights*.



Labour law

Compliance with the eight fundamental conventions of the International Labour Organization (ILO) *declaration on fundamental principles and rights at work* and the *UN Convention on the Rights of the Child, Article 32*.

The company must comply with labour law legislation, including provisions of wages, working time, leave and social insurance coverage, as well as occupational health and safety legislation and the occupational safety of the country in which it operates in. The company shall also apply international labour organization (ILO) conventions *155-Occupational Safety and Health convention* and *170-chemicals convention*.



Environment

Compliance with the environmental protection legislation of the country in which the company operates in, and that consideration is given to the surrounding environment of the company. The development of environmentally friendly technologies shall be encouraged, and all employees shall be provided with relevant education in order to increase environmental awareness. The company's environmental impact shall be identified, measured and monitored. Short-term and long-term environmental goals shall be established in order to achieve continuous improvement. The precautionary principle shall be followed when selecting materials and manufacturing processes regarding environmental risks.



Anti-corruption

Compliance with the *UN Convention against Corruption* and the bribery legislation of the country in which the company operates in.



Compliance and Follow-up

The company shall have a systematic approach to ensure compliance with the guidelines and to manage any deviations. In order to ensure compliance with the guidelines, audits may be carried out at the company or its suppliers, either by an agent from Johanson or a third party. In the event of an audit, full transparency is expected of the company. Companies that violate the guidelines in this Code of Conduct must inform Johanson of the deviation and will have period of time agreed between the parties to rectify the deviations. If the deviations have not been rectified within the agreed period of time, the company in question risks having to terminate its cooperation with Johanson.



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CEO - Dan Mikael Johanson
Johanson Design AB