



Code of Conduct



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At MilDef we believe in healthy business relations with customers, suppliers, partners, colleagues and other stakeholders. At all levels, people shall be treated with a service minded approach and utmost respect. To reinforce this approach, the MilDef Group of Companies has adopted a set of core values:

Proactivity



Plan for the future;
act today

Priority



Put 80% effort on the
20% that matters the
most

Integrity



We say what we do,
and we do what we say

Unity



Work together as one

Adding to the core values, MilDef has through this Code of Conduct adopted a set of principles inspired by the UN Global Compact. This Code applies to all entities of the Group.

MilDef Group develops, supplies and supports tactical IT. We customize our products to meet customers' specific requirements and needs for high quality. Our services save time and increase value for our customers. Our software enables effective digitalization. MilDef Group operates on the global security and total defense market.

**We digitalize the world –
where the stakes are the highest,
the requirements the toughest,
and when technology has game-changing potential.**



MilDef is represented internationally, including Sweden, Norway, the United Kingdom and the United States. We are certified according to ISO 9001, ISO 14001 and ISO 45001. Our management system is integrated to cover both our environmental, quality and occupational health and safety work.

Leadership at MilDef

How well our leadership works can be measured in the best way we achieve our business goals. In order to achieve these goals, leadership must be exercised in such a way that there are development opportunities for each employee in a working environment that creates commitment, job satisfaction and motivation.

Continuous delegation of responsibilities, in line with the development of the employee, are important elements for us.

The overall goal is to combine the willingness and ability of employees to develop, along with the company's ongoing need for competence.



Social Commitment

The MilDef group of companies are committed to the continual improvement of our Occupational Health and Safety performance and our Social Sustainability. The Management teams shall recognize the important role of the company's staff and by establishing and promoting a positive health and safety culture, demonstrates to everyone the relationship between the identification and elimination of hazards, the control of risk and their personal safety, health and welfare.

Human Rights

MilDef commits to respect human rights, which means to avoid infringing on the human rights of others and to address these impacts where they occur, as set out in the UN Guiding Principles on Business and Human Rights

MilDef commits to respect any internationally recognized human rights standards – understood, at a minimum, as the International Bill of Rights and the ILO's Declaration on the Fundamental Principles and Rights at Work.

Free will

Products and services bought by MilDef, shall be provided by people who are working by their own free will. The conditions of employment offered to employees must meet the minimum

requirements in national law and/or collective agreements.

All personnel shall have the right to join any trade union by choice and to bargain collectively.

Child Labor

MilDef does not accept child labor. MilDef employees and partners shall comply with the UN Child Convention as well as national legislation in the country where the product is manufactured, or the service is performed.

Occupation health & safety

Working hours and minimum wages shall comply with national legislation in the countries where our products are manufactured, or our service is performed.

Work environment, health, safety and welfare

Employees at MilDef must work accordingly to national or local Occupational Health and Safety (OHS)-regulations. Managers have the responsibility for ensuring the well-being of the employees, including a reasonable workload in compliance with labor laws. For more information see our HR Policy.

Nondiscrimination and equal employment

MilDef strives to be an Equal Opportunity Employer. Employment opportunities should be based upon one's qualifications and capabilities to perform the essential functions of a job. All employment opportunities shall be provided without regard to any characteristic protected by law.

People who manufacture products or perform services for MilDef should be respected in their trades and shall not be discriminated in any way that conflicts with above.

Whistleblowers

MilDef strives to protect stakeholders and address our commitment to integrity and ethical behavior. In accordance with anti-retaliation and whistleblower protection regulations, MilDef will not tolerate any retaliation against anyone who makes a good faith complaint, threatens to make a good faith complaint or provides information in relation to alleged violations of the law.

Retaliation is defined as any adverse employment action against an employee, including, but not limited to, refusal to hire, failure to promote, demotion, suspension, harassment, denial of training opportunities, termination, or discrimination in any manner in the terms and conditions of employment. MilDef will promptly and thoroughly investigate and, if necessary, address any reported violation.

Data privacy

To be able to operate, MilDef needs to record, store, process, transmit, and otherwise handle personal information about individuals ("data subjects"). The company take these activities seriously and shall provide fair, secure, and fully legal management of private information. It is the responsibility of all employees to ensure that the personal information to which they have access is treated in accordance with the Information Security and Data Privacy Policy.



Business Commitment

MilDef endeavors to continuously develop the business from both a broad and long-term perspective – to operate a profitable and sound business today, without compromising the opportunity to do so in the future. This means that MilDef strives to serve as a good corporate citizen, not only taking responsibility for its own development, but also its impact on humanity, the environment and society in general.

Ethics and morals

We highly value ethics and morals at MilDef. At all levels of the company, all employees should treat each other with the utmost respect. Customers and others in the world, of course, must also be met with the utmost respect and service feeling. Pledges and agreements are to be honored. All employees must be loyal to the company and not look at their own gain before the company's. It is the duty of each employee to counteract actions and behaviors that may harm the trust of the company.

MilDef has a strict ethical view on who we do business with that goes beyond the legally regulated restrictions for export. In particular, we do not accept business from countries where there is an EC sanction concerning arms export or telecommunications equipment. In addition, MilDef does not accept business from countries where there are any EC sanctions due to violation of human rights.

Corruption and bribes

MilDef promotes healthy long-term business ethics with all its stakeholders and counteracts any form of corruption. MilDef is strongly committed to comply with applicable antitrust laws that prohibits illegal agreements between competitors that undermine competition, this includes bribes, influence payments, kickbacks or other unlawful payments to any government or similar agency officials. When representing MilDef local laws and regulations apply for representation, gifts as well as general expenses made in a business context.

Compliance obligations

We strive to operate in compliance with mandatory requirements, such as applicable laws and regulations, applicable organizational and industry standards, contractual requirements and any codes of practice.



Environmental Commitment

MilDef is committed to protecting the Environment, the prevention of pollution and fulfilling our compliance obligations.

At MilDef we are fully aware that our business has an impact on the environment and by determining and analyzing our significant Environmental aspects we strive to determine an action to reduce or mitigate that impact. Our main focus areas are:

- Facilities
- Waste
- Production
- Business travels

Non conformances

MilDef Management Case System is implemented to raise and handle any issues concerning MilDef Management system. The main purpose of MMS Case is to learn from our mistakes, solve issues before they potentially cause harm or risk, identify root causes and continuously improve our methods and processes.

To succeed, it is of utmost importance that anyone who identifies an issue, or even the risk of an issue, shall raise it on MilNet: MMS Case.