Code of Conduct

Background and purpose

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.

MilDef´s business concept is to develop, deliver and offer tactical IT products and services for operations and functions that are crucial for society. We customize solutions to meet customers' specific requirements in the demanding environment in which they are used. MilDef´s hardware and software products are combined with services to deliver effective digitalization. MilDef operates in the global security and defence market and in other areas that are crucial for society.

We want to make sure we all mean the same things and know what to do if we have questions.
We are One MilDef and we need to be unified to be the best we can possibly be.

This Code sets the path and guides us in our conduct and applies to all entities within the MilDef Group of companies, to all employees at MilDef, including managers, executive officers and members of the Board of Directors. The Code also applies to those who represent MilDef or act on its behalf, such as consultants, distributors and agents.

Our core values - The MilDef Way

To reinforce this approach, the MilDef Group of Companies has adopted a set of core values:



At MilDef, the core values are more than just words. They provide actual guidance in our operations and decision making and are essential for our MilDef culture. Together, we have identified the following guidance on how they can be used in practice.

Be Proactive

- Acknowledge mistakes and learn from them
- Improve and optimize our ways of working
- Test new solutions and stay proactive
- Be receptive to change

Build smart with Priority

- Show commitment to both individual and organizational success
- Bring positivity and engagement to the workplace through attitude and actions
- Enjoy what you do and take pride in doing it well
- See opportunities in challenges

Own it with Integrity

- Be accountable for your work, performance and our success
- Have the courage and will to act, take initiative and drive progress
- Take ownership of your development by seeking growth and new challenges
- Ensure that you have the right conditions to deliver

Succeed together with Unity

- Be committed to working together to achieve MilDef´s goals and ambitions
- Ask for guidance and support colleagues
- Give and receive feedback with openness and respect
- Interact with others with respect and show curiosity about your colleagues

Adding to the core values, MilDef has adopted the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment, and Anti-Corruption. We make continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and to contribute to the United Nations Sustainable Development Goals.

Our Long-Term Ambitions



Our vision and mission are the foundation of MilDef's strategic direction. We are on a transformative journey—one that calls for bold thinking, sustained effort, and a shared commitment to excellence. While the destination represents a significant leap forward in our capabilities and impact, the path there requires clarity, adaptability, and purpose.

By breaking this journey into strategic phases, we ensure that our progress is deliberate and aligned with our values.

Our strategy is not just a roadmap—it's a reflection of how we operate. It guides our decisions, shapes our culture, and strengthens our ability to deliver value to our stakeholders. It enables us to:

- Stay true to our mission of protecting critical systems.
- Foster innovation and continuous improvement.
- Act responsibly and ethically in all relationships.
- Build a resilient organization prepared for future challenges.

Our Code of Conduct is not just a set of principles—it's a reflection of the future we are building together. It is shaped by our long-term strategic ambition and serves as a guide for how we act, decide, and collaborate across all parts of the organization, all in accordance with our core values and our long-term ambitions.

To ensure alignment between our values and our direction, the Code is structured around four key long-term goals that define what success looks like for MilDef and guide us to how we lead, how we serve, and how we grow—together.

Every individual at MilDef contributes to this journey. By embracing our strategy, we move forward together—steadily, purposefully, and with integrity.

Be a leading supplier of tactical IT on our prioritized markets

We aim to be a trusted and leading supplier of tactical IT solutions in our prioritized markets, delivering excellence in every engagement by.

- Empowering leadership at every level
  We believe strong leadership is key to achieving our business goals. By fostering a culture of trust, continuous development, and shared responsibility, we create an environment where employees are motivated, engaged, and equipped to grow and lead.

- Taking a broad and inclusive approach to risks, impacts and opportunities
  We assess risks, impacts, and opportunities from all angles, involving relevant stakeholders to ensure informed decisions that support long-term success and resilience.

- Embedding security into everything we do
  Security is not an add-on; it is a core part of our processes. By integrating security practices across departments, we reduce vulnerabilities and strengthen our ability to meet strategic and operational objectives.

- Delivering with resilience and transparency
  We ensure the secure and consistent delivery of our solutions by proactively managing risks, implementing robust internal controls, and maintaining clear, accountable governance practices.

- Building a strong and scalable IT foundation
  Through reliable infrastructure, minimized downtime, and continuous support for operations, we enable the business to grow and adapt with confidence.

- Promoting informed and responsible communication
  We ensure that employees have access to accurate, up-to-date information and understand how to use our communication channels in an effective and safe way, helping to prevent misinformation and support the organization on a strict need-to-know basis.

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

Own it with INTEGRITY!

Take responsibility for your commitments, deliver on promises and stay true to our values

Maintain an excellent standard of service to customers and partners.

We are committed to maintaining a high standard of service for our customers and partners, built on responsiveness, reliability, and mutual respect.

- Embedding quality in everything we do
  We integrate quality management into all aspects of our operations to stay focused on what truly matters and to continuously improve the value we deliver.

- Operating with openness, accountability, and efficiency
  We apply relevant management standards to support our business and meet the expectations of customers, partners, and other stakeholders.

- Protecting information and ensuring service continuity
  We uphold high standards of cybersecurity and information protection by addressing vulnerabilities promptly, maintaining secure operations, and safeguarding both physical and digital assets.

- Building credibility through secure and informed practices
  We ensure access to accurate information, anticipate threats, and minimize risks by using appropriate technologies and responsible information management.

- Driving service excellence through continuous improvement
  We enhance service quality and customer satisfaction by actively managing performance, embracing feedback, and supporting ongoing service development.

- Minimizing our environmental impact by reducing waste, conserving energy, promoting sustainable travel, and designing products with efficiency, durability, and environmental responsibility in mind.

This will ensure our business and financial performance.

Be PROACTIVE!

Plan ahead, act early and leverage each other's strengths to tackle challenges and turn them into success

Provide and promote a stimulating, challenging, and enjoyable, working culture.

We strive to provide and promote a working culture that is stimulating, challenging, and enjoyable—where people can grow, contribute, and thrive.

- MilDef is committed to being a fair, inclusive, and respectful workplace. We adhere to ethical standards and comply with local labor laws. We are committed to providing a safe, healthy, and balanced work environment for all employees and others residing in our facilities. Alongside compliance with national and local regulations, we recognize the importance of promoting a work environment that encourages well-being

- MilDef is an equal opportunity organization and does not tolerate any form of discrimination or harassment based on gender, age, disability, ethnicity, or any other protected characteristic. Equal treatment and access to opportunities for all employees are core to our values, ensuring fair treatment in recruitment, development, and progression.

- MilDef places great emphasis on ensuring our competitive advantage and driving the development of our employees. Therefore, it is crucial to attract and recruit people with the right competencies and skill set who share our values.

- MilDef attracts, retains and motivates employees with correct and fair salary structure and benefits, considered as the total compensation. At MilDef we nurture a healthy workforce with benefits that matter, both during and after employment

- 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

- 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.

- 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.

Succeed together through UNITY!
Ask for support, offer help, share feedback with openness and respect, and engage with curiosity to build strong, collaborative relationships.

Contribute to a democratic, equal rights, and sustainable world.

We contribute to a world that values democracy, equal rights, and sustainability—through our actions, partnerships, and innovations.

- 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 honoured. It is the duty of each employee to counteract actions and behaviours that may harm the trust of the company.

- MilDef considers it to be of great importance who we do business with, where our products end up and how they are used also when it comes to our civil products and services. In particular, we do not accept business from countries subject to arms embargoes according to the UN, EU, and/or OSCE and we always consider the level of corruption and respect for democracy and human rights in the countries involved in the sales chain for each business opportunity.

- MilDef promotes ethical and healthy long-term business relations with all its stakeholders. MilDef is strongly committed to complying with applicable antitrust laws that prohibit illegal agreements between competitors that undermine competition. MilDef has zero tolerance with and counteracts any form of corruption, including bribes, influence payments, kickbacks or other unlawful payments.

  We are committed to operating in compliance with mandatory requirements, such as applicable laws and regulations, applicable organizational and industry standards, contractual requirements and any codes of practice in all areas of ESG responsibilities.

- We shall act with integrity and awareness of the responsibilities that come with being part of a publicly listed company—protect trust, avoid insider trading, and meet high expectations for compliance and business acumen.

- MilDef shall seek sustainable growth that balances profitability with long-term economic stability and incorporates sustainability criteria into our investment and financial decision-making processes.

Build smart with PRIORITY!
Focus on what truly drives success. Sometimes, we need to challenge current structures to build something stronger and more sustainable.

Our Grievance Mechanisms

Grievance Mechanisms are the means through which stakeholders can flag that they have been affected by our business activity. These mechanisms can take many forms, depending on the audience for whose use they are intended. To make it possible for grievances to be addressed early and remediated directly, we have established a Grievance Mechanism Infrastructure, for both internal and external stakeholders.

We are committed to thoroughly investigating all reports and taking appropriate action to address any issues. Our goal is to foster a culture of integrity and accountability within the organization.

Whistleblower

MilDef strive to run our operations in a long-term and sustainable way. We are therefore keen that misconduct that could seriously damage our business, our employees or external stakeholders, is noticed and investigated as early as possible. In order to make it easier for those who want to provide information about misconduct that breaches current legislation, we have set up a whistleblower channel. All notifications are received and handled by an external actor.

Visit our website to read more

Related Governing Documents

The fundamental principles and standards of conduct set out in this Code of Conduct are implemented and supplemented through the Group Policies, which apply across the MilDef Group, and other applicable steering documents that set out more detailed requirements and guidance within specific areas. Everyone covered by this Code is responsible for understanding and complying with the governing documents applicable to their role and responsibilities.

Audience

The procedure applies to MDG; MDI; MDK; MDP; MDS; MFI; MNO; MUK; MUS; MDE; MSY; MUL.

Roles and responsibilities

The CEO is the owner of this procedure.

Exceptions

There are no exceptions to this procedure. Any need of exceptions to this procedure must be clearly defined and documented. All exceptions shall be approved by the owner of this procedure.

Monitoring of compliance

The procedure is approved by an authorized approver. The procedure is reviewed annually and revised if needed.