

Code of conduct

Mared Invest

Mared Invest AB is a small family-owned company group with offices in Huskvarna and Tidaholm.

The business branches in the group are the following:

Mared SustainTech AB – Sales, installation and service of machines, plants and parts for the recycling, bioenergy and biomass industry.

Mared IndustryTech AB – Sales, installation and service of machines, plants and parts for the wood working and packaging industry.

Mared Components AB – Purchasing, warehousing and sales of components and products for industrial use.

Mared EntryTech AB – Sales, installation and service of equipment for automatic doors, gates and industrial gateways as well as traffic regulation and safety.

Mared Automation AB – Development, manufacturing of automation solutions for industry processes.

Mared BizServices AB – Service organization for other companies offering finance, HR, marketing, IT, sustainability, stockkeeping and logistics as well as property maintenance.

Mared

The companies within Mared Invest are active primarily on the Swedish market with suppliers from Europe and other parts of the world. The importance of our approach to the surrounding world is therefore a crucial matter for us, both for the company as well as our co-workers.

Our words of value are Equality, Sustainability, Commitment, Professionalism and Honesty which constitutes the foundation for how all co-workers should act and how we wish our customers, suppliers, collaboration partners and others will consider us as a company.

Those value words are also the foundation for our Code of conduct.



Equality
Sustainability
Commitment
Professionalism
Honesty



Business ethic principles

Laws

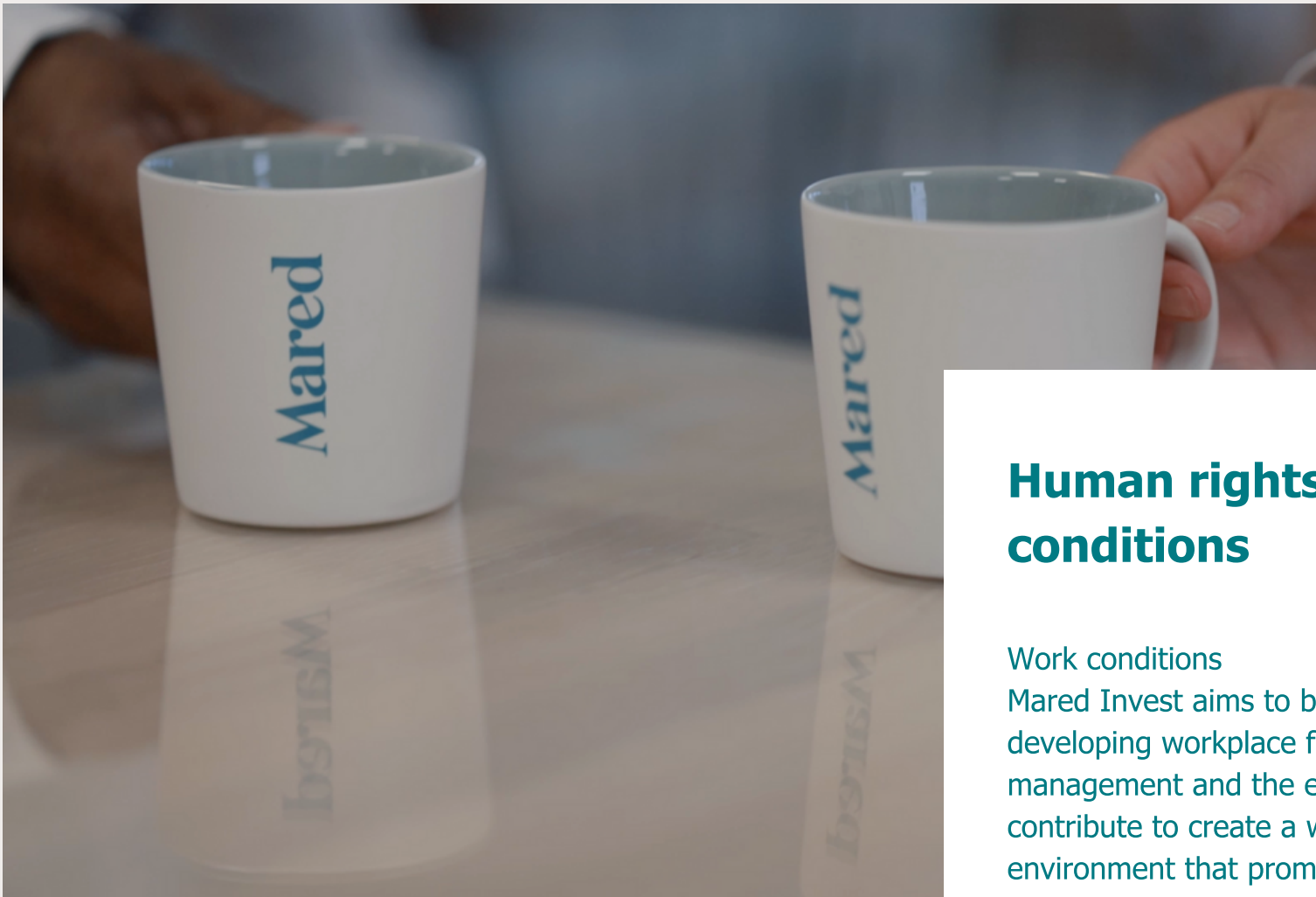
We follow the laws which means that we respect and follow work market laws, environmental regulations, competition rules, safety requirements and other regulations constituting the framework we must keep within. We aim to ensure that we or our suppliers do not trade with countries against which the EU or the UN has directed trade actions.

Corruption

We should act according to applicable competition laws. We do not accept that any co-worker, directly or indirectly, offers, receives or provides unjustified payment or other reimbursement to any person or organization considered to be in purpose to make the receiving person or organization act in breach of applicable laws and regulations in order to receive, keep or control business. We do not tolerate actions that contradict free completion.

Politics

Mared Invest doesn't take any political stand.



Human rights and work conditions

Work conditions

Mared Invest aims to be an attractive and developing workplace for everyone. The management and the employees should jointly contribute to create a workplace and work environment that promotes equal treatment regardless of sex, ethnicity, religious belief, age, disability, sexual preferences or anything else.

Human rights

We respect the international conventions for human rights.

Environment

Mared Invest wants to work throughout our operations, actively to reduce the burden on our environment. Our earth's resources are limited, and we want to join in and build a sustainable future for the coming generations to enjoy.

Our aim is to create an as environmental processes as possible, help customers and suppliers to make environmentally friendly choices as well as creating environmental focus throughout our organization.

All companies within Mared Invest are either certified according to ISO 14001 or have practices equivalent to this.

Sustainable supplier chain

We work continuously with our suppliers and have a dialogue with them regarding their sustainability work and we expect them to fulfil our Code of Conduct.



Notification or so-called whistle blower function

We are all responsible to notify if we discover actions or situations that are not in line with the guidelines stated above. When reporting or notifying a suspected violation of these guidelines, you can contact someone in the management, HR, or Sustainability Coordinator. Anonymity guaranteed if requested.

