

Goes Without Saying

To us, it is given to be fair and act fairly. Meet others with respect and like we want to be met.

It applies to all our stakeholders: Customers, People, Owners, Suppliers, Suppliers' Suppliers and our Society and Eco-system.

It is so engrained in us, that we do not want to write it down in complex words, in different policies. We have put it all here – and then – it goes without saying that this applies for all policies in the company.

If you do not support this 100% - Heimstaden is not the right employer, landlord or investment for you.

- We support and act in accordance with **the ILO's declaration of Fundamental Rights and Principles at Work.**
 - C029 – Forced Labour Convention
 - C087 – Freedom of Association and Protection of the Right to Organise Convention
 - C098 – Right to Organise and Collective Bargaining Convention
 - C100 – Equal Remuneration Convention
 - C105 – Abolition of Forced Labour Convention
 - C111 – Discrimination (Employment and Occupation) Convention
 - C138 – Minimum Age Convention
 - C182 – Worst Forms of Child Labour Convention
- We support and act in accordance with **UN Guiding Principles on Business and Human Rights.**
- We support and act in accordance with the **International Bill of Human Rights.**
- We support and have signed the **UN Global Compact.**
- We support and act in accordance with the **UN Convention against Corruption** and have zero tolerance for corruption and other unethical behaviour.
- We support and act in accordance with the **OECD Guidelines for Multinational Enterprises.**
- We have zero tolerance to all forms of criminality, fraud, money laundering and insider trading.
- We respect everybody's right to have their personal information treated in a secure manner, respecting personal integrity and handle all personal information with the General Data Protection Regulation, GDPR.
- We ensure that all lobbying activities carried out on our behalf are appropriate and all political lobbying, contacts and meetings are transparent and free from financial contributions.
- We ensure any detected violations against this policy are reported and acted upon.