

Anti-Corruption Policy

Aim and objectives

Diös will create long-term value for our shareholders, tenants, employees and partners as well as contribute to sustainable urban development. Diös will be characterised by good business ethics and promote trusted relationships with all stakeholders. Diös is part of the communities in which we operate, and we therefore have a responsibility to act with honesty, independence, transparency and with a long-term perspective in our business relationships.

Responsibility and governance

The CEO of Diös has the ultimate responsibility to ensure compliance with the policy and the group management decides on the company's anti-corruption policy. All employees must be aware of the anti-corruption policy and work according to its guidelines. A position against corruption should permeate business operations and it is the responsibility of each manager to communicate and implement the policy in their operations. The Diös anti-corruption policy should be available on our website.

Anti-corruption policy

We are opposed to all forms of corruption. All employees should be aware that such acts may result in serious consequences for the company. Diös believes that transparency, openness and good business ethics strengthen our customer relationships and our brand.

Good business ethics are important in all forms of business and we therefore make demands on our suppliers and partners. Kick-backs, bribes and cartel formation must never occur in Diös' business relationships. We must never use our position to create personal gain or benefits in relationships with suppliers or partners.

We expect our employees to act honestly, and upon suspicion of any irregularities in the Diös group they should inform their manager, the CEO or the HR manager. This type of reporting (referred to as a whistleblowing system) must be allowed to take place with trust and without any risk of reprisals.

Gifts, entertainment and other personal benefits must only be accepted or offered in accordance with laws, accepted practices and internal guidelines. Gifts, services or entertainment must not be accepted if they can be perceived as a means of influencing a fair assessment. Diös will not accept or offer gifts in the form of cash or gifts that have a significant value. All entertainment must have an immediate connection with, and have a direct value for, the business.

Entertainment must be characterised by good judgement and not deviate from normal social



behaviour. All employees must be aware of and comply with the Diös Gift and Entertainment policy.

Diös must be perceived as a skilled purchaser by our tenderers and suppliers. We as employees must never put ourselves in a situation that can be seen as a conflict of interest. Orders must be placed in accordance with the Diös authorisation process, process descriptions and project manual.

Approved By	Date	Last revised	Responsible for document	Document name
The Group Management	05/11/2014		Kristina Grahn Persson	Anti-corruption policy
