

Helland Baltic – Anti Corruption Policy

Helland Baltic are located in Haapsalu, Estonia and were integrated into Helland Group in 2014. Helland Baltic produce all furniture's for Helland Møbler AS. The company do also take on production for other external furniture customers. Helland Baltic are a fully integrated wooden furniture manufacturer.

Helland Baltic works continuously to develop attitudes and work to prevent corruption and bribery. Value creation must take place in accordance with the company's ethical guidelines and current legislation.

The main targets are the following;

- Zero tolerance for corruption
- Greater focus in the company on anti-corruption and the consequences this will entail
- Prevent and detect corruption and bribery in the company and with partners

Employees and partners

The company's attitude to corruption will be clearly communicated to employees and partners. Under no circumstances should employees receive bribes to promote the company or their own interests. All employees must actively contribute to prevent corruption.

Helland Baltic will clearly communicate that one does not want business connections or other cooperation with customers, suppliers and/or partners who are involved in corruption and bribery.

Important factors in our anti-corruption work are;

- Clear responsibilities, including the involvement of the board and management
- Regular review and information to employees
- Create the right attitude, culture, and values in the company
- Carry out annual risk assessments and measures that can prevent corruption
- Develop channels to highlight challenges and concerns. There should also be opportunities for anonymous notifications
- Clear and defined requirements for partners in connection with sales & purchasing processes through contracts regarding corruption
- Clear guidelines for gifts, expense coverage, payment of travel expenses

Responsibility

The general manager has the overall responsibility for the company's work with anti-corruption. This is in relation to the company's employees neither receiving nor making use of corruption and bribery.

All managers and employees in the company must, in connection with day-to-day operations, be aware of and uncover suspicions of possible corruption, bribes and similar suspicious acts. This applies internally in the company and external partners.

Take part in our work against corruption