



HOUSE OF  
CONTROL



# Human rights statement House of Control Group

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# Respect for human rights

As a responsible company, House of Control respects human rights in our operations.

Our business activities must be operated in a way that safeguards the UN's principles for human rights, the OECD's model for due diligence assessments for a responsible business life and the ILOS declaration on fundamental rights in working life.

This policy describes our view and our treatment of employees, hired consultants, customers and suppliers.



## Our attitudes

- House of Control must treat everyone who works in the company with respect and without discrimination.  
in an ethical and compliant way, we expect our suppliers to comply with the requirements we set in order to be our supplier.
- It is expected that our suppliers at all times comply with the laws and regulations in force in the country in which the business has its production, and that employee rights are safeguarded in the form of fair employment conditions and prohibitions against all forms of discrimination in the workplace.
- Employees of suppliers and subcontractors who directly contribute to fulfilling the delivery must have pay and working conditions that are no worse than what is normal for the person concerned's location and profession, for example in the form of a collective agreement. This also applies to work to be carried out abroad
- House of Control emphasizes recruitment, career development and remuneration regardless of people's gender, orientation, ethnicity, religion, political affiliation or other personal characteristics that are irrelevant to the ability to do a good job. We expect our suppliers to do the same.

## **Our work for safeguarding human rights**

- Annual audit of critical suppliers to ensure compliance with our requirements
- Continuous work must be done to maintain a safe and inclusive working environment
- House of Control expects our employees to carry out their work in accordance with our policy on inclusion and respect for colleagues, customers and suppliers.
- Continue our support for organizations that work to improve human rights both nationally and internationally.
- Respect for human rights is important in acquisitions, recruitment, investments and acquisitions.

## **Our work for Environmental Protection**

House of Control is a certified environmental lighthouse. We continuously work to reduce our climate footprint and the goals we have set ourselves: to become a company that, through our measures, will help contribute to a greener society locally and nationally.

This is time-consuming work that will require dedicated resources that look after the company's obligations towards employees and our customers, and it is rooted in the management that this will be looked after.

House of Control will emphasize recruitment, career development and remuneration regardless of people's gender or other personal characteristics that are irrelevant to the ability to do a good job.

For more information about our environmental work see our annual environmental report: (Link to website)

## **Anti-corruption and bribery**

- House of Control has zero tolerance for all forms of corruption and bribery
- The company's employees must not, under any circumstances, accept bribes from suppliers, customers or other actors they deal with.
- Participation in events where employees represent the House of Control must be justified in terms of business.
- The company must contribute to countering corruption among its suppliers and business partners by making demands on suppliers regarding their ethics and social responsibility.
- When entering into agreements, it must be ensured that the company's requirements for ethics and human rights are taken care of.