

CODE OF CONDUCT

“We don’t just talk about quality assurance and policies – we live by them! We tend to have fewer policies than some – but they are real and put to use. Always.”

Evidente employee.

EVIDENTE



Evidente is a Swedish engineering consultancy, committed to key aspects of developing products with embedded systems. Our customers include some of the leading Scandinavian high-tech companies, all sharing the highest level of expectations. Our vision is to be seen as the most appreciated partner in all areas where we operate. Not only from an engineering perspective, but from all aspects of how we conduct business. This commitment is necessary for exceeding expectations in a highly competitive environment. As well as a prerequisite for building long-standing relationships with customers, staff and partners.

Our aim is always to provide our customers with better solutions than those of their competitors. Amongst other things, that takes determination, proactivity, clarity and structure. None of which can thrive unless without common values throughout the organisation.

The Evidente Code of Conduct is based upon the 10 principles for businesses, as stated by the United Nations Global Compact:

HUMAN RIGHTS:

- 1 Businesses should support and respect the protection of internationally proclaimed human rights.
- 2 Businesses should ensure that their own operations are not complicit in human rights abuses.

LABOUR PRINCIPLES:

- 3 Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- 4 Businesses should uphold the elimination of forced or compulsory labour.
- 5 Businesses should uphold the effective abolition of child labour.
- 6 Businesses should uphold the elimination of discrimination in respect of employment and occupation.

ENVIRONMENTAL PRINCIPLES:

- 7 Businesses should support a precautionary approach to environmental challenges.
- 8 Businesses should undertake initiatives to promote greater environmental responsibility.
- 9 Businesses should encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION PRINCIPLE:

- 10 Businesses should work against all forms of corruption, including extortion and bribery.

OUR COMMITMENTS

Evidente does not tolerate any discrimination based on for example political views, age, ethnical background, religious faith, gender or sexual orientation. Neither do we tolerate any form of forced labour, such as the employment of children.

Evidente encourages diversity in the workplace.

Evidente lives by the principle that life outside work is more important to the individual, than work itself. A career at Evidente must not be a hindrance for a well-functioning family life and/or a fulfilling spare time.

Evidente respects employment law in every market where we operate, including the freedom of association. Furthermore, we believe in transparency and encourages employees to take active part in company affairs.

Evidente respects laws, regulations, ethics and good business practice in every market or area where we operate.

Evidente respects contractual terms with customers, suppliers and partners.

Evidente takes pride in the correct reporting of all financial transactions, adhering to commercial law, taxation law and accounting principles.

Evidente activities aim to generate minimum negative impact on the environment. This includes solutions and recommendations to our customers.

Evidente employees and management must not accept financial or other reimbursements from third party that could affect, or indeed appear to affect, objectivity in their undertakings on behalf of Evidente.

Evidente employees must respect this code of conduct. All employees have the right to contact senior management directly for questions or reporting of any suspected violations against these commitments.

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