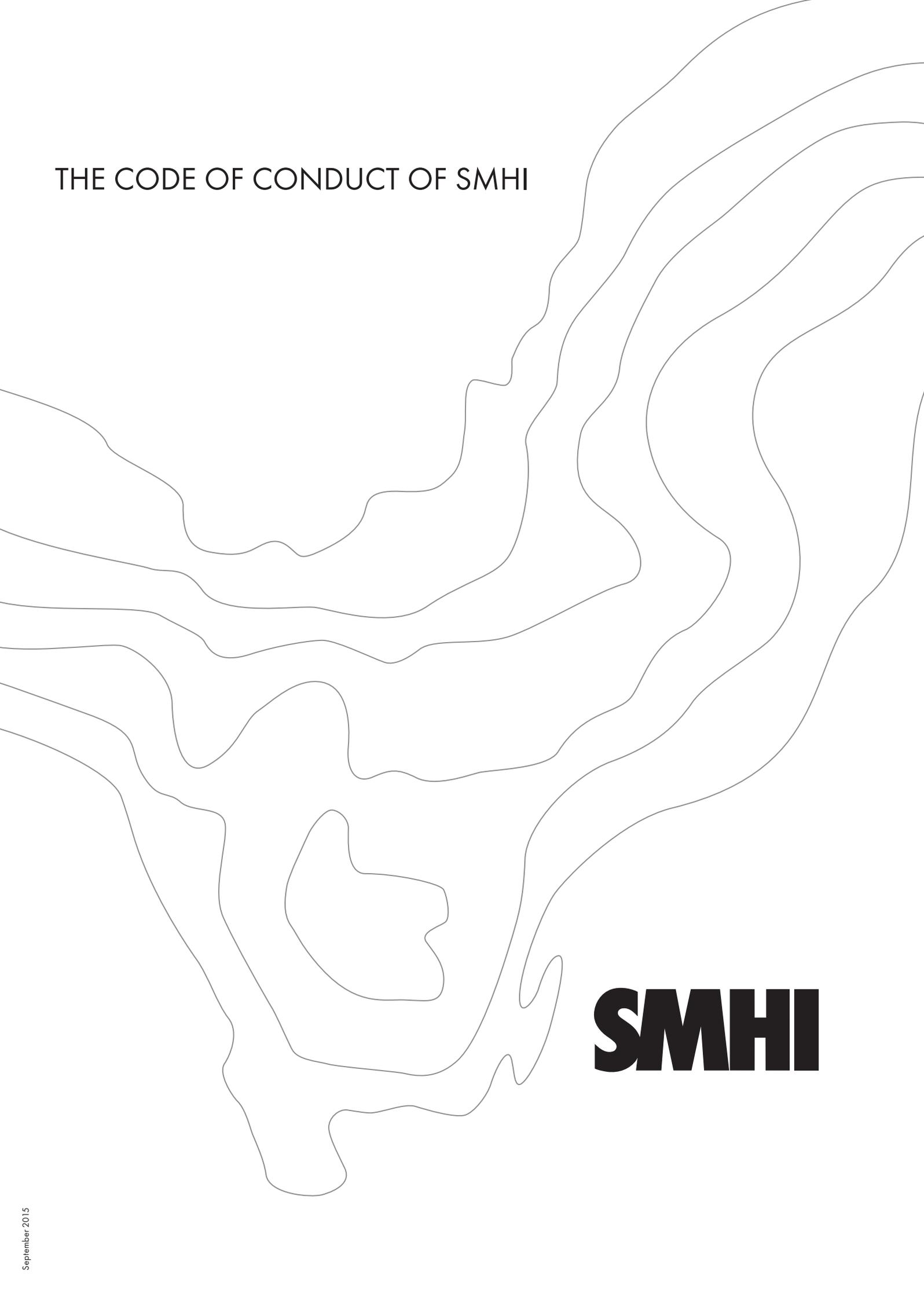


THE CODE OF CONDUCT OF SMHI



**SMHI**

The Swedish Meteorological and Hydrological Institute, SMHI, is an expert agency in meteorology, hydrology, oceanography and climatology. With a global perspective we contribute to a safe, sustainable society and help you make large and small decisions in day-to-day life.

**SMHI's CODE OF CONDUCT**

# FOR A SUSTAINABLE OPERATION

Sustainability is fundamental for SMHI. In our code of conduct we outline how our products and services should be produced sustainably, both for people and the environment. We also request that our suppliers and partners share this belief.

It is important that the products and services that we provide are produced sustainably both for people and the environment. It is also important that this belief is shared by SMHI's suppliers and partners. Our products and services shall be produced in a socially and environmentally sustainable manner, both in Sweden and in other countries where we and our suppliers and partners operate.

In our national and international work, we comply with national laws as well as the EU regulatory frame-

work. We support the ten principles for sustainability that were established by the UN Global Compact for businesses - principles that we also encourage our suppliers and partners to observe. These principles are based on the UN Declaration of Human Rights, the core principles of the ILO Declaration on Fundamental Principles and Rights at Work, the Rio Declaration and the UN Convention against Corruption. We also wish to operate in line with the National action plan for business and human rights drawn up by the Swedish Government.

**THE TEN PRINCIPLES ARE**

**Human Rights**

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

**Labour**

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

**Environment**

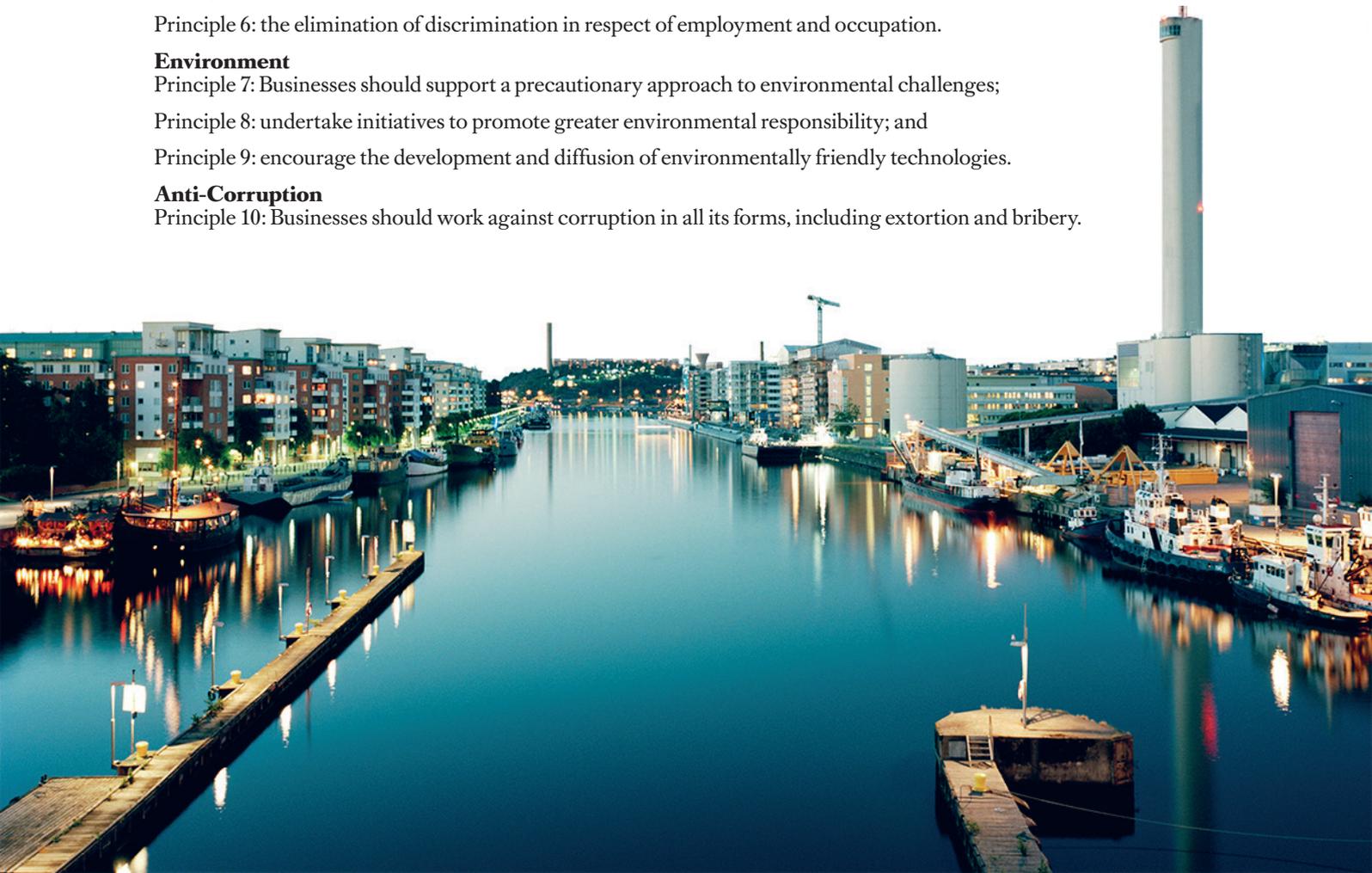
Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

**Anti-Corruption**

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



In addition to the 10 principles for sustainability, SMHI complies with the Code of Conduct set out below. Directors, coordinators and project managers at SMHI are responsible for ensuring that everyone concerned knows about the code of conduct and receives information about it at recruitments, employee appraisal meetings, procurements and internal follow-ups. All employees share the responsibility for observing the code in their day-to-day work.

## **SMHI'S CODE OF CONDUCT**

### **1. Counteract corruption, bribes and conflict of interest**

SMHI shall counteract corruption, bribes and conflict of interest. SMHI's employees avoid situations where the employees or their relatives' interests may conflict with the interests of SMHI or the government.

SMHI counteracts improper payments, gifts or other remuneration that is aimed at influencing someone in their performance of their duties in a certain manner. We counteract conduct that can affect or can be perceived to affect our objectivity or impartiality such as improper representation. It goes without saying that we do not offer bribes to customers, suppliers and other partners.

Any instances of corruption, bribery or conflicts of interest are investigated and handled by SMHI and will be reported in all cases to the appropriate authority.

### **2. Promote healthy competition**

SMHI shall act to promote fair and healthy competition in the market. SMHI counteracts unlawful conduct such as cartels, the dividing up of markets, abuse of dominant market positions and tax subsidies for commercial activities.

### **3. Encourage diversity**

SMHI shall promote diversity. SMHI intends to be and be perceived as a workplace where everyone shares the same development opportunities. Our employees shall not discriminate, exclude or undermine others on the basis of gender, cross-gender identity or expression, ethnic affiliation, religion or other faith, disability, sexual orientation or age.

### **4. Promote a sustainable environment**

SMHI shall take the initiative and contribute to an environmentally sustainable development.

With its expertise in climate and environmental consideration, SMHI shall be a resource for and an example to society and inside its own organisation.

SMHI endeavours to contribute with beneficial direct and indirect environmental aspects in society. SMHI's environment work is characterised by continuous improvements, where environmental concern is a natural and well-integrated part of all SMHI's activities.

### **5. Promote a positive working environment**

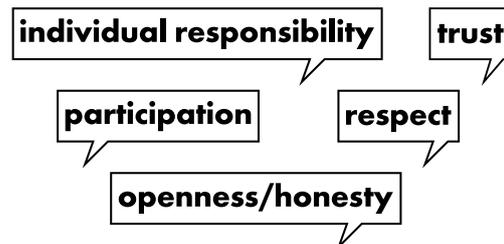
SMHI's employees shall participate in the establishment of a positive working environment.

SMHI's core values are based on: individual responsibility, trust, participation, respect and openness/honesty.



A positive working environment is the foundation of safety, well-being and health at the workplace. Being attentive to and reporting irregularities of various kinds is therefore a right and obligation for all persons working at SMHI.

The door is always open to your immediate superior, trade union representative, human resources department and the director-general, who has overall responsibility for SMHI's activities.





# SMHI

**SMHI – SWEDISH METEOROLOGICAL AND HYDROLOGICAL INSTITUTE**

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