

# The ReCap Group



# CODE OF CONDUCT

# Our shared values

The ReCap Group is built with a passion for creating a sustainable future in a way that makes business sense.

We believe that the success of our company and the well being of the communities around it are mutually dependent.

Recognizing and capitalizing on these connections between societal and economic benefits is at the core of our business, and that must be reflected in every action.

This Code of Conduct is an expression of the key values that guides our company.



Marco Berggren  
Founder and CEO



Visit our website and learn more about us:

[www.recap.se](http://www.recap.se)

**Mission:**

To bridge the gap between capital and profitable clean energy projects globally, and by that contributing to a sustainable future

**Vision:**

To become Scandinavia's # 1 financial expert in sustainable investments

# Our Principles

## Transparency

ReCap is transparent in its decisions and activities which can impact on society and the environment. Our values are disclosed, as well as the activities undertaken by our organization which have potential future impacts on society and the environment.

## Ethical behaviour

Our organization and every external party we relate to in any way is required to have a behaviour that is based on values of honesty, equity and integrity. This includes concern for people, animals and the environment and a promise to openly and promptly respond to impacts from its activities and decisions on stakeholders' interests.

## Respect for stakeholder interests

Besides the interests of owners or shareholders, other stakeholders' rights, claims or interests are taken into consideration by ReCap.

## Accountability

ReCap acknowledges and understands its responsibility for decisions and activities of its governing bodies, legal authorities and, more broadly, its stakeholders

## Respect for the rule of law

ReCap respects the rule of law in every jurisdiction it operates in or has business. We understand that no individual or enterprise stands alone above the law and that government is subject to the law as well.

## Respect for international norms of behaviour

Whenever the law or its implementation does not address or provide adequate environmental or social standards, we follow international norms of behaviour.

## Respect for human rights

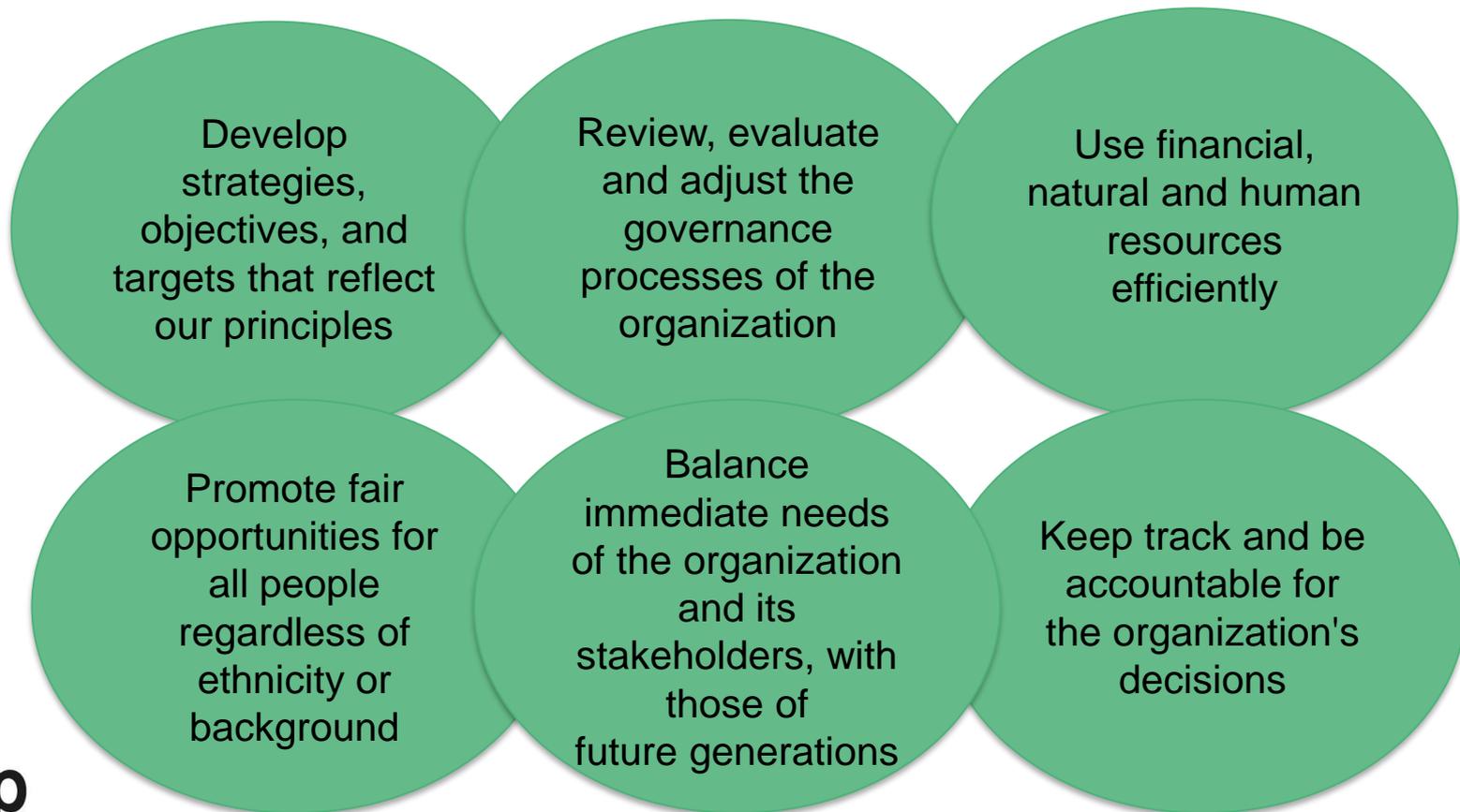
ReCap respects human rights and acknowledges its importance and universality.



# Organizational Governance

ReCap is committed to have its principles as the foundation of its organizational governance.

We understand that leadership is key to effective employee motivation towards our corporate values and for the creation of the organizational culture.



# Human Rights

ReCap acknowledges the basic rights to which all human beings are entitled. Civil and political rights as well as economic, social and cultural rights are understood by ReCap as basic human rights.

In order to protect those rights for its employees, associates and stakeholder ReCap is engaged in the following actions:

**Due diligence:** ReCap invests its best efforts to identify, prevent and address actual or potential human rights impacts.

**No discrimination:** ReCap does not tolerate discrimination to any person based on race, gender, nationality, religion, age, or any other characteristic that is inherit.

**Civil and Political rights:** ReCap does not interfere in political preferences of its employees, associates or stakeholders and does not support any political party or movement, and grants people the right to express themselves and to the right of association

**Economic freedom and civil rights:** All employees at ReCap have the right and freedom to continue education, and for a work environment that provides good physical and mental health conditions. All employees are remunerated in a way that allows economic freedom and good living conditions.



# Labor Practices

ReCap's labor practices are based on the ILO convention, and are in compliance to local legislations. It applies to work performed within, by or on behalf of the organization, including subcontracted work.

**Human development and training in the workplace:** ReCap understands the need of constant updating and supports capacitation and interexchange of knowledge

**Health, safety and work environment:** All work performed by or for ReCap must follow health and safety law and standards, and workers are not required / expected to perform work under dangerous or risky situations. ReCap is engaged in providing good environment conditions of work and social protection.

**Employment and employment relationships:** ReCap supports social relationships among its employees and collaborators, and whenever possible promotes events and gatherings. The management has a transparent relation with the staff and believes that results are best obtained through shared vision and engagement.



# Environment

ReCap's core business is to create a more sustainable society by providing financial means for non carbon energy sources and clean tech.

**Prevention of pollution:** ReCap optimizes the need of resources for the development of its work, having a tight control over material usage. Our staff is encouraged to use public transportation and to minimize air travel. ReCap is committed to the reduce, re-use, recycle waste management hierarchy, always opting for the best feasible / available solution.

**Climate change mitigation and adaptation:** It is at our core to contribute to a carbon-free society. We advocate for the environmental benefits of renewable energy, energy efficiency and resource management, and collaborate with clean energy developers to make their products financially attractive. We provide our clients with emissions reports and encourage them to market their efforts towards sustainability.



# Fair Operating Practices

ReCap is committed to fair business practice, transparent information and has no tolerance for corruption or corrupt behavior from any employee or associate.

**Anti-corruption:** ReCap does not and will not engage into any type of bribery, offer unfair advantages, personal favors nor get involve into any illegal or disloyal affairs. An anti-corruption clause is under development and shall be used in all contracts. ReCap is committed to responsible political involvement, aiming always at the benefit of society as a whole.

**Fair competition:** ReCap is committed in providing clear and precise information for all its clients regarding its services and offers. ReCap does not practice predatory competition and focus its market efforts on the quality and benefits of its services.

**Respect for property rights:** ReCap acknowledges and takes no unfair advantage of other party's intellectual property, business contacts or on-going negotiations.



# Client Relations

ReCap's business is based on long term relationship with clients. We understand that the success of our business depends on client's satisfaction throughout the contractual term as well as in the fulfillment of expectations.

**Fair marketing, factual and unbiased information and fair contractual practices:** ReCap's service offers are in alignment of what is delivered to the clients. Our contracts are fair, and we are open to discuss, explain and negotiate any clauses that clients may understand unfair.

**Consumer data protection and privacy:** We do not share, disclose or give access to any information provided by our clients to us.

**Education and awareness:** ReCap includes education and awareness sessions in its energy efficiency service packages.

**Consumer service and support:** ReCap's business model is based on shared benefits, so we have total commitment to the well-functioning and performance level of our services.



# Community

ReCap recognizes that the success of its business in several regions of the world depends on the understanding of local factors and engagement with local players.

**Community involvement:** ReCap strives in participating in local communities and taking active part in local associations and cooperating with local business.

**Employment creation and skills development:** We seek to employ local labor, as well as maintaining a varied and diverse culture background in our organization. ReCap promotes the sharing of knowledge and skills among its staff and partners.



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