



HEXAGON

CORPORATE RESPONSIBILITY
GUIDELINES

VALUE THROUGH SUSTAINABILITY

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Hexagon is committed to creating value by delivering long-term profitability and sustainable competitiveness. This can only be achieved by doing business responsibly.

These guidelines are a framework for Hexagon's approach to corporate responsibility. Of course, words are no substitute for the high standards that Hexagon implements every day in terms of the professionalism of its people, the focus on the excellence of its businesses and the innovativeness of its solutions.

1. How Hexagon defines corporate responsibility

Responsibility is about how to do business in a way that wins the trust of customers, employees, suppliers, shareholders and local communities. As the owner of world-class brands in highly demanding sectors, Hexagon knows the value of reputation and the cost when that reputation is lost. That is why responsible business is essential to strong financial performance and to a successful future.

Hexagon strives to make the right decisions for the long-term, not just what is easy to achieve today.

1.1 Alignment with overall business goals

In setting its corporate responsibility priorities Hexagon strives to ensure alignment with overall business goals. This means that efforts and strategies are prioritised based on a balanced assessment of financial, technological and sustainability factors.

1.2 Ambition for constant improvement

The corporate management of social and environmental issues is of increased importance to companies such as Hexagon. The main purpose of these Corporate Responsibility Guidelines is to make a commitment by Hexagon to continuous improvement of its management of these issues.

These guidelines complement Hexagon's Code of Business Conduct and Ethics, which sets out the minimum standards of ethical behaviour that should never be compromised.

1.3 Common ambition for all Group operations

These guidelines set out the ambitions of the Hexagon Group. They apply to all locations and business units within the Group.

1.4 Based on Global Compact

The guidelines support and enact the core values expressed in the United Nations Global Compact's ten principles in the areas of human rights, labour rights, environment and anti-corruption.

2. Adding value by caring for the environment

The most significant environmental impact of Hexagon's products is through their application in production processes. Hexagon strives to integrate sustainability aspects into product development and design process.

2.1 Sustainability and technological leadership

Hexagon's product range includes measurement systems with key features that help customers achieve their sustainability goals:

- Monitoring of production to decrease the volume of scrap material, thereby reducing consumption of components and raw material.
- Improving energy efficiency.
- Ergonomic features that improves the working environment.
- Facilitation of upgrades of products and services to extend the lifecycle of products.
- Reducing the consumption of hazardous materials in product design.

2.2 Role model in environmental matters

In its own manufacturing operations, Hexagon strives to be a role model in the management of environmental issues. This means that Hexagon:

- Implements programs designed to ensure that environmental standards are in compliance with laws, regulations and directives.
- Has successfully obtained ISO 14001 certification of its major production facilities.
- Limits the use of natural resources by minimising consumption of materials and maximising recycling.
- Utilizes safe and environmentally friendly installations in Hexagon's manufacturing processes.
- Promotes energy efficiency in buildings, production plants and performance of services.

3. Adding value by being a good employer

To build lasting profitability and shareholder value it is important to have strong leadership and motivated employees. Hexagon's operations are guided by a common platform of values and attitudes: a focus on earnings, professionalism, entrepreneurship, drive and a down-to-earth approach.

The Hexagon Code of Conduct defines the duty of all Hexagon employees to uphold high standards for ethical conduct. The Code also aims to ensure a safe work environment and that all employees are treated equally and fairly.

Hexagon's ambitions as an employer extend beyond compliance of minimum ethical standards. As an industry leader in innovation and quality, Hexagon needs to attract and retain the most competent employees and motivate them to excel. The work environment is intended to be stimulating, challenging and support life-long learning.

The level of remuneration at Hexagon should be market-based and competitive. Where appropriate, there is also a performance-based component to compensation.

Hexagon encourages communication and collaboration across divisions and geographic boundaries to ensure the best possible use of available knowledge and expertise.

Hexagon's managers are provided training to promote compliance with the Group's high leadership standards.

4. Leveraging Hexagon technology for the greater good

Hexagon regularly engages in social projects where the Group's technology is used for the benefit of poor and vulnerable people or to support other social goals. These projects are decided and managed at the local level by each Hexagon company.

As partners Hexagon will engage with well-renowned organisations and institutions that have the aim of supporting the common good.

5. Partnership with suppliers

Hexagon requires that its suppliers support the Group's ethical standards, defined in the Code of Business Conduct and Ethics. Hexagon maintains close and ongoing contacts with its suppliers to ensure quality and sound business practices. Audits are performed and in cases where noncompliance is discovered, Hexagon will engage with suppliers and promptly take appropriate action which may consist of taking suitable measures to ensure that the issue will not be repeated or changing suppliers.

These Corporate Responsibility Guidelines are used both as a tool for selecting suppliers and as a basis for active engagement with suppliers to promote good corporate responsibility management practices. We expect our suppliers to demonstrate continuous improvement.

6. It's all about innovation and professionalism

Hexagon believes that the pillars that define its approach to business – innovation and professionalism – must also apply to how it interacts with the larger global community.

Hexagon remains committed to acting responsibly and meeting the high expectations of its employees, customers and broader communities and will continue to find ways to make a positive difference.

7. Contact

In case of any questions regarding this Hexagon policy please contact:

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