

## **International Framework Agreement between SAAB AB and employee representatives Organisations in Saab AB and IF Metall and Industri All Global**

The Saab group is dedicated to being a responsible employer and a good corporate citizen. We strive for continuous improvement with sustainability as a core concern in all our operations. All our activities – including the manufacture, distribution and sale of our products – must be conducted with respect and consideration for human rights, for human safety and health and for the environment. The agreement is based on Saab Code of Conduct, including those of the international Labour Organization and the OECD Guidelines for Multinational Enterprises.

It is the responsibility of relevant employees and management to ensure compliance with this International Framework Agreement and the Code of Conduct of Saab. In incidents of non-compliance, employees are encouraged and expected to report this to relevant internal officers, and are assured that there will be no retaliation or other negative consequences.

This International Framework Agreement contains the following provisions reflected in the Code of Conduct of Saab.

### Workplace Requirements:

The Code of Conduct of Saab is applicable to all locations and units within the Saab-group.

### Laws and regulations:

All units within Saab, suppliers and subcontractors shall operate in full compliance with relevant laws and regulations.

### Suppliers and subcontractors:

Suppliers to the extent relevant and/or appropriate shall agree to comply with the Code of Conduct of Saab.

### Child labor:

Child labor is not tolerated. For authorized minors, management is responsible for providing working conditions, hours of work, wage and age. (*ILO Minimum Age Convention (No. 138) and Worst Forms of Child Labour Convention (No. 182)*)

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Forced labor:

Forced or involuntary labor is not tolerated in any form. (*ILO Abolition of Forced Labour Convention (No. 105)*)

Health and Safety:

All employees shall be provided with a safe and healthy working environment and, when applicable, safe and healthy residential facilities, with applicable law as a minimum.

Non-discrimination

Saab does not accept discrimination. All employees shall be treated according to his or her abilities and qualifications in any employment decisions. (*ILO Discrimination (Employment and Occupation) Convention (No. 111) ILO Equal Remuneration Convention, 1951 (No. 100)*)

Harassment and abuse

Saab does not tolerate corporal punishment or to physical, sexual, psychological or verbal harassment or abuse. Earned wages shall not be deducted as a fine or penalty under any disciplinary practice unless regulated under a collective agreement or recognized under laws.

Working hours

Saab recognizes the need for a healthy balance between work and free time for all employees.

Compensation

Wages, including overtime and benefits, shall equal or exceed the level required by applicable law.

Freedom of association and right to collective bargaining

All employees are free to exercise their rights to form, join, or refrain from joining organizations representing their interests as employees. No employee should be subject to intimidation or harassment in his or her peaceful exercise of these rights. The employer shall also respect the employees' right to collectively bargain. (*ILO Freedom of Association and Protection of the right to Organise Convention, 1948 (No. 87) Right to Organise and Collective Bargaining Convention 1949 (No. 98)*)

Environmental compliance

Saab shall contribute to a sustainable development wherever we act. This means that we shall reduce environmental risks and minimize our footprints in the environment.

Monitoring and compliance

Management is responsible for implementing and informing employees of their rights, duties and responsibilities under this International Framework Agreement and the Code of Conduct of Saab.

Implementation and compliance with these provisions will be reported on and discussed once per year with the employee union representatives of maximum 4 person, 2 IF Metall, 1 Unionen and 1 Sveriges Ingenjörer at a Saab executive management meeting. The parties are always entitled to initiate discussions and reports on incidents occurred.

Validity

In case of substantial changes in the Code of Conduct of Saab, IF Metall representatives have the right to initiate negotiations regarding this agreement.

The International Framework Agreement has a six month period of termination.

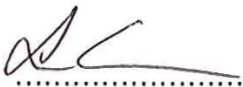
Stockholm 13 juni 2012



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Håkan Buskhe  
CEO  
Saab AB



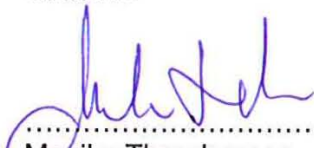
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Anders Ferbe  
President of IF Metall



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Lena Eliasson  
Sr Vice President, HR  
Saab AB



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Conny Holm  
IF Metall Saab AB



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Monika Theodorsson  
On behalf of Industri All Global



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Stefan Tell  
Unionen Saab AB



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Nils Lindskog  
Sveriges Ingenjörer Saab AB

Appendix:

Saab AB, on behalf of all its legal entities, premises, units and managers in all world countries, and in the light of the Code of Conduct for Saab, as well as in the light of the International Framework Agreement with IF Metall, commits itself not to organise and to finance company /"yellow" unions, not to implement or to support and Union busting activity and not to adopt initiatives capable to discourage workers from forming authentic unions.

The Saab-group, however, will maintain all its right to act and react also versus Trade Unions organisations where these should adopt behaviors and/or actions not in line with legal and contractual rules.

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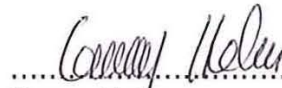
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Håkan Buskhe  
CEO  
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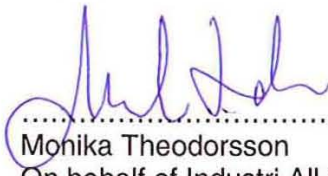
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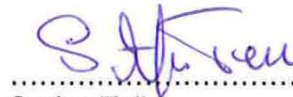
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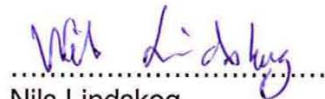
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