





The IKEA name was **registered**
1943

131 000 employees
and **1026** suppliers.

334 IKEA stores
in **40** countries

First store in **Russia**
2000



IKEA Russia's 14 Shopping
Centers visited by
227 million people
2011



IKEA GROUP CODE OF CONDUCT



How we act

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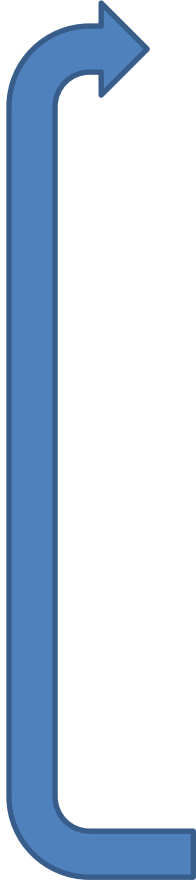
**IKEA GROUP
CODE OF CONDUCT**
Our behaviour based on
everyday values





Preventive methods

- Tone at the top
- Clear policy and guidelines
- Transparent organisation
- Risk assessment
- Compliance audit
- Communication
- Training
- Follow up



How we handle external relations



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Commitment



That's decided
Rule in the IKEA group
168-0370, edition 2
2005-11-01

RULES ON PREVENTION OF CORRUPTION

CONTENTS

Rules regarding prevention of corruption.

PURPOSE

This rule clarifies the view that IKEA has on corruption, and its prevention.

1. GENERAL

The IKEA Group of Companies ("IKEA") requires that all its employees and business contacts shall comply with relevant laws, regulations and applicable provisions. IKEA requirements to prevent corruption may, however, go beyond the requirements of such laws, regulations and provisions.

In order to clarify the view that IKEA has on the prevention of corruption, all our business contacts should be informed of our position on such matters. Any act contravening the content or intent of this document may prompt the termination of the business relation with the business contact concerned. IKEA should also require its business contacts to inform IKEA of any attempt or request from any IKEA employee to obtain advantages that contravene the content of this document.

These rules have been established based on the IKEA business idea, vision and company culture, which together guide all activities within IKEA. Corruption is contradictory to the goal of achieving low prices and being a good corporate citizen, and all business shall be based on fair play. Trust and honesty are important keystones for the IKEA culture.

2. RULES

The following actions and/or omissions are not allowed regardless of whether the beneficiary is you, your family or friends:

- a.) Requesting, offering, accepting or receiving:
 - cash in any direct or indirect way, including valuables that could easily be turned into cash;
 - any advantages, benefits or favours;
 - shareholder status in any company, or group of companies, supplying products, components, goods or services to IKEA, directly or indirectly;
 - loans from suppliers or business partners;
 - gifts of any kind, other than as stated in section 3 below; or
 - employment of family members in positions which may lead to a conflict of interest.
- b.) Entering into employment with, or starting or maintaining your own business activities in connection with a current, former or future supplier to IKEA while you are still employed by a company within the IKEA Group; or
- c.) Buying products or services from an IKEA supplier for private use.

Co-worker contract

Agreement with suppliers

Rules for Charity and Donations

IKEA trust line

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