

This Code of Conduct has been developed for International Suppliers (hereafter named “The Suppliers”) of Svevia and their subsidiary companies.

The Suppliers must follow all applicable laws and regulations in the countries in which the businesses are conducted. In case of no clear national regulation, the requirements in this Code of Conduct shall apply.

In case The Suppliers subcontract parts of the delivery, The Suppliers shall ensure that their subcontractors follow this Code of Conduct. The Suppliers shall on demand inform Svevia of the contracted subcontractors and in what manners Svevia's requirements will be met.

### **Business ethics requirements**

The Suppliers may not take part in any form of corruption. The Supplier may not offer nor accept any benefits or other favors to gain any undue advantage.

The Suppliers shall avoid any conflict of interest which may jeopardize the Suppliers’ credibility or any other parties’ trust in Svevia.

The Suppliers must respect the intellectual property rights of Svevia and shall safeguard confidential information from misuse, theft, fraud or improper use.

### **Environmental requirements**

The Suppliers shall conduct their business activities responsibly with regards to environmental risks and environmental impact. Water and energy resources shall be used efficiently.

The Suppliers shall obtain all necessary permits for their business activity and follow all requirements for conducting their business and report in accordance with the permits.

The Suppliers shall make an effort to avoid or minimize the amount of waste and use technology with as minimal overall environmental impact as possible.

All chemicals shall be managed in a secure manner. The Suppliers shall strive to use materials that leads to the least environmental and health impact as possible.

Produced goods, which are to be treated with chemical products, shall be followed by a declaration of goods with clear specification of amount and type of chemical substance/s used.

### **Social requirements**

The Supplier shall guarantee a safe and healthy working environment where the production or works are taking place. All employees shall be provided with suitable information and education on Occupational Health and Safety as well as safety equipment.

The Supplier may not employ children nor use any forced labor.

Employees shall have the right to leave the work freely or terminate their employment with reasonable notice. The Supplier may not order an employee to hand over their ID, passport or work permit as a condition for employment.

The Supplier shall accept and respect employees’ right to freely organize themselves and the right to collectively negotiate. In cases when the employees’ right to freely organize themselves and collectively negotiate is limited by law, the Supplier shall allow the employees to choose their representatives freely.

The Suppliers may not discriminate in any manner while employing or in their employment procedures.

The Supplier shall offer all employees at least the minimal wage and other statutory benefits according to the currently applicable laws and regulations.

### **Obligation and compliance**

The Supplier is obliged to follow the requirements stated in this Code of Conduct and in the below listed international UN/ILO principles. The Supplier shall immediately report any breach of said requirements to the contact person at Svevia as stated in the contract.

Repetitive or serious breach of this Code of Conduct and the below listed international UN/ILO principles may constitute a significant breach of contract. If no counter-measures are taken, within the time stated by Svevia, this may lead to Svevia terminating the contract.

Svevia has the right to perform unannounced audits at the Suppliers’ businesses. The audit may also be conducted by a third party. All Suppliers shall without any reimbursement provide Svevia with the necessary information and cooperate to make sure the audit can take place to ensure that the Code of Conduct is followed.

**International principles which the Supplier must adhere to:**

UN Global Compact, The Ten Principles.

UN The Convention on the Rights of the Child

UN The Universal Declaration on Human Rights

UN's Convention against Corruption

ILO The Declaration on Fundamental Principles and Rights at Work

ILO Convention 29 Forced Labor

ILO Convention 87 Freedom of Association and Protection of the Right to Organize

ILO Convention 98. Right to Organize and Collective Bargaining

ILO Convention 100. Equal Remuneration

ILO Convention 105 Abolition of Forced Labor

ILO Convention 111 Discrimination (Employment and Occupation)

ILO Convention 138 Minimum Age Convention

ILO Convention 148 Working Environment (Air Pollution, Noise and Vibration)

ILO Convention 155 Occupational Safety and Health

ILO Convention 170 Chemicals

ILO Convention 182 Worst Forms of Child Labor

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**Svevia AB**

Group Staff Units Legal, Environment and Procurement