

CODE OF CONDUCT

Our suppliers (contract partners) must respect basic human rights in their operations. The supplier **shall have** procedures in place to ensure that products delivered during the contract period are manufactured under the conditions that are compliant with:

- ILO:s eight fundamental Conventions nr 29, 87, 98, 100, 105, 111, 138 and 182,
- UN:s child convention, article 32,
- the occupational safety and health and safety legislation in force in the country of manufacture, and
- the labor law, including minimum wage legislation, and the social security protection that applies in the country of manufacture.

PRINCIPLES OF EMPLOYEES 'RIGHTS

National legislation

Legislation in the countries where the supplier is active must be complied with and always constitute a minimum level for the conditions of the employees.

No prevalence of child labor (ILO 138 and 182)

Child labor, as defined in the ILO Convention, must not occur

No occurrence of forced labor (ILO 29 and 105)

To use someone in the form of forced or penal work is not accepted.

No discrimination (ILO 100 and 111)

Discrimination on the basis of ethnic affiliation, gender, religion, social origin, disability, political views or sexual orientation must not occur.

Freedom of association and organizational right (ILO 87 and 98)

Employees should have the right to organize themselves unions without any negative consequences. In countries where the right of association is limited or under development, the supplier must help employees meet with company management to discuss pay and working conditions without negative consequences.

Wages and working hours

Wages must be paid directly to the employee at the agreed time and in full. The national statutory minimum wage is the lowest accepted wage level. Weekly working hours must not exceed the legal limit and overtime must be paid.



ENVIROMENT

The company will work to reduce both its energy and resource consumption as well as its waste and emissions to land, atmosphere and water. Chemicals must be handled in a safe way for man and nature.

HEALTH AND SAFETY

The working environment must maintain a level that is in line with international guidelines. Employees should be informed of any health risks that the work may entail. All employees must have access to and use relevant protective equipment.

INSPECTIONS

By signing the document, the supplier, CEO / responsible company signer, certifies that the supplier complies with the requirements formulated in this document.

EVECO Handel AB”

Möln dal
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Ola Lindstrand, VD