

Code of Conduct

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Code of Conduct

1. Compliance

AB Bandindustri affirms its commitment to uphold and abide by all relevant national laws and regulations, as well as this Code of Conduct. We expect our business partners to share this commitment and act in accordance with applicable laws and regulations, as well as the provisions of this Code of Conduct.

It should be noted that standards are not limited to the minimum requirements of national laws. In cases where national laws and regulations are less stringent than this Code of Conduct, we will adhere to the higher standards set forth in this policy.

This Code of Conduct is mandatory and non-negotiable for AB Bandindustri and its business partners, including their subcontractors, partners, distributing agents, and intermediaries. Compliance with this policy is essential for our continued business relationship.

2. Corruption, Bribery, Gifts and Benefits

AB Bandindustri adheres to international anti-corruption standards, as defined by the United Nations Global Compact initiative and local anti-corruption and bribery laws.

Any form of bribery or corruption, including the giving or receiving of gifts or benefits intended to influence decision-making in violation of the law, is strictly prohibited.

Business partners found engaging in such actions may face immediate termination of the business relationship.

AB Bandindustri and its business partners, including subcontractors, partners, distributing agents, and intermediaries, are prohibited from offering, promising, authorizing, directing, paying, making or receiving bribes, kickbacks, payments, gifts or benefits to improperly obtain business or any other advantage.

3. Antitrust and Competition

AB Bandindustri is committed to complying with antitrust and competition laws wherever applicable. Business partners are expected to do the same.

AB Bandindustri and its business partners should avoid agreements or actions that reduce competition without benefiting consumers.

We shall not engage in prohibited discussions with competitors about prices, costs, quotes, profits, profit margins, or production volumes.

4. Child Labor

AB Bandindustri strictly prohibits the use of child labour and will not employ children under the age of 15, except for government-approved training programs, apprenticeships or similar programs. We take all necessary measures to prevent the use of child labour.

Our business partners, including subcontractors, partners, distributors and intermediaries,

are required to comply. If applicable national laws or regulations establish a higher minimum employment age, AB Bandindustri and/or our business partners will comply with such legal requirements.

5. Workers' Rights

AB Bandindustri respects the personal dignity, privacy, and the rights of each employee.

Prohibited conduct includes violence, assault, threats, and intimidating behaviour.

Employees are free to make complaints with their superiors. Humiliation, punishment, and other forms of disciplinary action are strictly prohibited.

No employee shall be subject to physical, psychological, sexual, or verbal harassment. All employees are entitled to their basic rights.

5.1 No Forced Labor

AB Bandindustri strictly prohibits forced or other involuntary labour. This includes any form of serfdom, slavery, human trafficking, any other forced or involuntary labour and services.

We do not engage or employ people against their own free will. All work must be voluntary, and employees must be able to terminate their employment at any time. Employees shall not be required to leave identity papers or any other deposit.

5.2 No Discrimination

AB Bandindustri does not tolerate illegal discrimination based on age, disability, ethnicity, gender, health, marital status, national origin, political opinion, religion, sexual orientation, social affiliation, or any other classes protected by law, regulations or principles. All employees shall be treated with dignity and respect and shall not be unreasonably interfered with in the conduct of their duties and responsibilities.

5.3 Freedom of Association and Collective Bargaining

AB Bandindustri respects employees' right to freedom of association and collective bargaining. All employees shall be free to join associations of their own choosing, as well as to bargain collectively.

5.4 Labor Contracts

AB Bandindustri ensures that every employee has the right to a written employment contract that contains an accurate, complete, and understandable summary of the terms and conditions of employment. We require our business partners, including their subcontractors, partners, distributing agents, and intermediaries, to do the same and ensure that all employees are aware of their legal rights and obligations.

5.5 Working Hours

AB Bandindustri complies with, and expects our business partners to comply with, the maximum number of regular working hours and minimum rest as regulated by applicable law.

Overtime work must always be voluntary and compensated in accordance with applicable law. Employees should be granted their stipulated annual leave, sick leave, maternity leave and/or parental leave without any form of repercussions.

5.6 Wages

AB Bandindustri will pay at least the legal minimum wage. We expect our business partners to guarantee the applicable national statutory minimum wage. Wages must be paid regularly, on time and be fair in respect of the employee's experience, qualification, and performance. Deductions as a disciplinary measure are strictly prohibited.

6. Privacy and Personal Data Protection

AB Bandindustri has committed to a privacy policy, which you can find on our website. Compliance with applicable laws and regulations pertaining to personal data is mandatory for us and all business partners. Where relevant, adherence to the European General Data Protection Regulation (GDPR) is required.

7. Health, Safety and Environmental Standards

AB Bandindustri is committed to upholding and complying with all applicable national laws and regulations governing health, safety, and environmental practices.

We are dedicated to provide a secure and healthy work environment for all employees.

It is incumbent upon AB Bandindustri and our business partners to assume responsibility for the health and safety of each employee always making it a top priority.

Proactive measures against occupational health and safety hazards should be given due consideration.

We must adhere to all environmental laws and regulations in the country of operations. We encourage efforts that go beyond regulatory compliance. AB Bandindustri is committed to minimizing the environmental impact of our business, reducing production waste and spill, and we expect the same level of commitment from our business partners.

8. Non-compliance

The consequences of violating the Code of Conduct depend on the significance of the breach.

Minor breaches may require corrections within a reasonable and enforceable time.

Failure to implement corrective actions within the specified period may result in a severe impairment of the business relationship, potentially leading to termination by us.

Significant or intentional breaches of the Code of Conduct will not be tolerated and may result in an immediate cessation of the business relationship.

9. Amendments

AB Bandindustri reserves the right to amend or modify the Code of Conduct at any time.

10. Acknowledgement and Consent

- We acknowledge and confirm that we have read, fully understood, and agreed to comply with this Code of Conduct.
- We confirm that we have full knowledge of all relevant laws and regulations in the countries where we operate.
- We commit to taking responsibility for ensuring that all our employees, subcontractors, partners, distributors, and intermediaries are informed of the content of the Code of Conduct and are required to comply with it.
- We understand that this Code of Conduct is subject to modification or amendment at any time, and we agree to remain informed of any such changes.
- We acknowledge our obligation to immediately report any incidences or violations of this Code of Conduct.

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Date

Company name

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Company address

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Authorized signature

Signer's name