

ARVID NORDQUIST'S CODE OF CONDUCT



Arvid Nordquist HAB is a member of Amfori BSCI, the Business Social Compliance Initiative. This is a Code of Conduct with an associated organisation for a socially sustainable supply chain. The purpose of the Code of Conduct is to define the values and principles that the member companies are expected to implement in their own supply chain. Arvid Nordquist is committed to meet the requirements set by BSCI, which means we also expect the same standards from our partners and suppliers. As part of our commitment, we have an additional responsibility to ensure compliance with the Code of Conduct. We do this through risk assessments and audits with the help of authorised BSCI auditors.

Amfori BSCI's Code of Conduct covers the following areas:

- The rights of freedom of association and collective bargaining
- No discrimination
- Fair remuneration
- Decent working hours
- Occupational health and safety
- No child labour
- Special protection for young workers
- No precarious employment
- No bonded labour
- Protection of the environment
- Ethical business behaviour

Find out more about BSCI's Code of Conduct on page 2.

For Arvid Nordquist HAB, consideration for the environment is just as important as consideration for the people in our value chain. We have therefore extended our Code of Conduct to include the following requirements and expectations that we place on our partners and their suppliers:

We expect and encourage our partners and their suppliers to conduct active environmental work that exceeds the statutory requirements. We want our partners to have in place an environmental management system that is comparable with ISO 14001. The environmental work should address the major challenges of our time, such as greenhouse gas emissions and the use of harmful chemicals, preservation of biodiversity, specifically the animals and insects that are important for the ecosystems on which our business depends, and the need for energy-efficient and circular systems when it comes to packaging material. We also encourage our partners and their suppliers to implement climate objectives.



11 PRINCIPLES AIMING AT THE HIGHEST LABOUR PROTECTION

The AMFORI BSCI Code of Conduct aims at setting out the values and principles that BSCI participants strive to implement with their business partners along their supply chains. Each BSCI participant endorses the Code of Conduct when joining the initiative.

The BSCI Code draws on important international labour standards protecting workers' rights such as International Labour Organization (ILO) conventions and declarations, the United Nations (UN) Guiding Principles on Business and Human Rights as well as guidelines for multinational enterprises of the Organization for Economic Co-operation and Development (OECD). It sets out 11 core labour rights, which participants and their business partners commit to implementing within their supply chains in a step-by-step development approach.

1. The Rights of Freedom of Association and Collective Bargaining

We respect the right of workers to form unions or other kinds of worker's associations and to engage in collective bargaining..

2. Fair Remuneration

We respect the right of workers to receive fair remuneration.

3. Occupational Health and Safety

We ensure a healthy and safe working environment, assessing risk and taking all necessary measures to eliminate or reduce it.

4. Special Protection for Young Workers

We provide special protection to any workers that are not yet adults.

5. No Bonded Labour

We do not engage in any form of forced servitude, trafficked or non-voluntary labour.

6. Ethical Business Behaviour

We do not tolerate any acts of corruption, extortion, embezzlement or bribery.

7. No Discrimination

We provide equal opportunities and does not discriminate against workers.



8. Decent Working Hours

We observe the law regarding hours of work.

9. No Child Labour

We do not hire any worker below the legal minimum age.

10. No Precarious Employment

We hire workers on the basis of documented contracts according to the law.

11. Protection of the Environment

We take the necessary measures to avoid environmental degradation.