

## **Ethical and Environmental Code of Conduct**

Arno-Remmen AB has adopted the following rules, which apply to all our operations, regardless of the country in which we do business:

- Ethical and responsible conduct
- Respect for the rights of all individuals
- Respect for the environment

### **Legal Requirements**

We expect suppliers to be aware of local, national and all other legal requirements in the countries where they do business and to comply with such requirements as a minimum standard.

### **Working Conditions**

Suppliers shall respect human rights and workers shall be treated in accordance with the ILO Declaration on Fundamental Principles and Rights at Work.

### **Forced Labor or Compulsory Labour**

Suppliers shall not use involuntary or forced labor. This includes all forms of agreements made under duress and illegal workers. No one shall be held at the workplace against his or her will, regardless of date or time.

### **Freedom of Association and the Right to Collective Bargaining**

Suppliers shall, without retaliation or intervention, respect the right of workers to associate, organize and bargain collectively in a peaceful and legal manner.

### **Compensation/Wages**

We expect our suppliers to understand that wages are important to the basic needs of workers. Suppliers shall comply with all applicable laws and ordinances on wages and time, including those which apply to minimum wages, overtime, maximum working hours, piecework levels and other compensation levels and offer legally agreed benefits.

### **Child Labor**

Suppliers shall not use child workers. "Child" is defined here as a person under the age of 15 (or 14 if permitted by local law) or older if the local age limit for employment or compulsory school attendance is set higher. Suppliers who employ young persons who are not defined as a "child" shall also comply with all laws and ordinances applicable to such persons.

### **Health and Safety**

Suppliers shall ensure that workers have a safe and healthy workplace in accordance with applicable laws and ordinances. We expect the supplier's management team to be involved in the continuously work to improve the health and safety conditions at the supplier. We expect appropriate protective devices and safety equipment for workers to be used, equipment and premises to be safe and hazardous substances and waste to be safely managed. Suppliers shall also ensure that the workplace is free of alcohol and illegal drugs.

### **Environmental Protection**

Suppliers shall thoroughly understand and comply with environmental standards in accordance with national laws, ordinances and industry standards.

### **Subcontractors**

We expect our suppliers to communicate and impose the same ethical and environmental rules of conduct on their subcontractors and manufacturers in the supply chain for goods sold by Arno-Remmen AB.

Upon Arno-Remmen's request, suppliers shall provide information about their manufacturers.

### **Inspections and Monitoring**

Manufacturers/suppliers shall permit Arno-Remmen AB and its representatives to perform inspections to verify compliance with the code of conduct set out in this document.

### **Organization**

In order to monitor and pursue the above mentioned issues, there is a Quality/Environmental Team at Arno-Remmen AB composed of the CEO, Quality Manager and Environmental Coordinator. One of the team's tasks is to monitor, develop and communicate Arno-Remmen's policies on child labor, environmental issues and other ethical concerns.

Kristinehamn, 28 August 2020



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Carl-Fredrik Norman



Version 2  
28 August 2020

Hereby, we guarantee that these rules are understood and followed:

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