

## LAURITZON'S CODE OF CONDUCT

Lauritzon's Code of Conduct aims to set up requirements and principles that are to be implemented in its supply chains. Lauritzon is committed, in its operations, to responsible and sustainable business.

Lauritzon's Supplier Code of Conduct contains, as applicable, the minimum ethical and environmental guidelines that apply to our partners. As one of our partners, you must ensure that these principles are implemented **throughout your supply chain right up to the origin of the product**. On request, Lauritzon has the right to detailed information about the whole supply chain, the origins of the products, raw materials and operations.

This Code of Conduct is made in reference to Business Social Compliance Initiative principles and is based on international conventions and principles, such as the Universal Declaration of Human Rights, UN Guiding Principles for Business and Human Rights, International Labour Organization's conventions and recommendations.

### COMPLIANCE WITH LAWS

Partners must comply with the laws of the applicable legal system(s).

### ETHICAL BUSINESS BEHAVIOUR

Partners must not tolerate no form of and not to engage in any form of corruption or bribery. Partners should also strive to avoid any conflicts of interest arising in their operations.

### LABOUR AND HUMAN RIGHTS

#### **Worker's Rights**

Partners should have written employment contracts with all employees. Employment contract must be written in the local language and include the employment terms and conditions.

#### **No Bonded Labour**

Partners should not have any forced, bonded or non-voluntary labour. All workers should have the right to leave work and terminate their employment without any punishment by giving reasonable notice to the employer.

#### **No Discrimination**

Partners shall not discriminate employees because of their gender, age, religion, race, caste, pregnancy, disability, social background, sexual orientation, political opinion, membership in unions, diseases or any other condition that could be upsurge as discrimination. Furthermore, workers shall not be harassed or disciplined on any of the grounds listed above.

#### **No Child Labour**

Partners shall not employ directly or indirectly, children below the minimum age of completion of compulsory schooling as defined by law, which shall not be less than 15 years of age. In removing children from the workplace, business partners should identify in a proactive manner, measures to ensure the protection of affected children. When appropriate, they shall pursue the possibility to provide decent work for adult household members of the affected children's family.

## **Protection of young workers**

Where young workers are employed, partners should ensure that (a) the kind of work is not likely to be harmful to their health or development; (b) their working hours do not prejudice their attendance at school, their participation in vocational orientation approved by the competent authority or their capacity to benefit from training or instruction programs.

## **Fair Wages**

Partners shall respect their workers the right to receive fair remuneration that is sufficient to provide them with a decent living for themselves and their families, as well as the social benefits legally granted, without prejudice to the specific expectations set out hereunder.

Partners shall comply, as a minimum, with wages mandated by governments' minimum wage legislation, or industry standards approved on the basis of collective bargaining, whichever is higher. Wages are to be paid in a timely manner, regularly, and fully in legal tender. The level of wages is to reflect the skills and education of workers and shall refer to regular working hours.

Deductions will be permitted only under the conditions and to the extent prescribed by law or fixed by collective agreement.

## **Decent Working Hours**

Partners shall ensure that workers are not required to work more than 48 regular hours per week. Overtime work must be exceptional, always voluntary for employees, and compensated in accordance with national legislation in the worker's country of operation. Overtime hours should never exceed 12 hours per week. Furthermore, partners shall grant their workers the right to resting breaks every working day and the right to at least one day off every seven days.

## **Health and safety**

Partners shall ensure a safe and healthy work environment for all employees. Partners shall comply with occupational health and safety regulations, or with international standards where domestic legislation is weak or poorly enforced.

Partners shall ensure that there are systems in place to detect, assess, avoid, and respond to potential threats to the health and safety of workers. They shall take effective measures to prevent workers from having accidents, injuries, or illnesses, arising from, associated with, or occurring during work. These measures should aim at minimizing so far as is reasonable the causes of hazards inherent within the workplace.

Partners shall ensure continuous access to drinking water, safe and clean eating and resting areas as well as safe cooking and food storage areas.

## **ENVIRONMENTAL SUSTAINABILITY**

Partners must respect the environment and comply with all environmental legislation in the country in which they operate. Partners must have relevant environmental permits for their operations. Partners should strive to actively reduce the environmental impact of their operations.

## **Water**

Water resources must be used as efficiently as possible. Partners must ensure that all wastewater is treated and disposed of according to the local national legislation.

## **Waste**

Partners shall work to eliminate or reduce solid waste, wastewater, and air emissions as well as improve resource efficiency and to reduce waste in their production. All waste must be taken care of following the local national legislation. Lauritzon strongly advice that all waste should be recycled.

## **Transportation and Packaging**

Transportation and packaging should be handled as efficiently as possible to reduce emissions. Lauritzon strongly advice that partners should use packaging made from recycled, renewable or environmentally friendly materials. Lauritzon strongly advice partners to continuously look and offer for more sustainable ways of transporting goods.

I have read and commit to the principles of the **Lauritzon's Code of Conduct**. By signing I take the responsibility to inform to my best efforts all subcontractors about it to secure their possibility to comply.

Place and date

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Company name

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Signature

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Title

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