

 <b>Skåne- möllan AB</b>	Reg.nr: 5.3.4b	Sida 1 av ( 1 )	
Dokumentnamn: Supplier Code of Conduct	Giltig från: 2021-02-23	Framtagen av: APN/NP	Utgåva: 2

As a minimum requirement always follow national laws and regulations.  
The Code of Conduct applies to all suppliers and subcontractors to Skåne-möllan.

## **Working conditions**

### **Forced labor**

No form of forced or unfree labor is allowed.

### **Freedom of association**

Respect the rights of employees to organize into unions.

### **Child labor**

We do not accept child labor.

### **Wages**

At least comply with national agreements and legislation. The ambition is that the wages shall cover reasonable living expenses. Disciplinary salary reduction is prohibited.

### **Working hours**

Comply with national laws regarding working hours and overtime.

### **Discrimination**

All forms of discrimination, bullying, oppression and intimidation are prohibited.

### **Threats and physical punishment**

All forms of threats and physical punishment is prohibited. This also applies to sexual abuse and harassment.

## **Health and safety**

Provide a safe, secure and healthy working environment. The company is taking action to reduce the risk of occupational accidents and occupational injuries.

## **Environment**

Actively work to reduce its environmental impacts and use of resources. As a minimum live up to national environmental laws and regulations.

## **Business ethics**

We accept no form of corruption, this includes fraud, bribery, extortion, money laundering and illegal competition. Confidential information may not be distributed further.

## **Follow-up**

Be able to present in writing how the requirements in the Code of Conduct are met. Allowing Skåne-möllan to do an on-site inspection to ensure compliance.

## **Enforcement**

Unless the requirements in the Code of Conduct are met and no improvement is made during the agreed time, Skåne-möllan AB has the right to terminate the agreement with immediate effect.