
CODE OF CONDUCT FOR SUPPLIERS

Brunngård

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Introduction

Brunngård Group AB is a buying-orientated wholesale trading company without its own manufacturing with a company culture emphasising commitment, safety, a forward-looking spirit and quality as ways of generating confidence.

We strive to be good employers and good citizens. Our goal is to provide quality, value-for-money products without compromising product requirements, responsibility for a safe and healthy work environment or the environment in general. The code of conduct lists the requirements and expectations that we place on ourselves and our suppliers. The code is a natural part of our work in continuously improving ourselves.

Brunngård Group AB expects our suppliers to respect the principles in the code of conduct and to implement them in their activities.

Suppliers that use subcontractors in the production of goods for Brunngård Group AB are responsible for them under the code of conduct. Upon request from Brunngård Group AB, suppliers will provide information on which subcontractors they employ.

1. Legal requirements

We expect our suppliers in the course of their business to be aware of and, as a minimum, to comply with national legislation in those countries where they are active.

Requirements in the code of conduct are not always limited to national legislation. Should any of the requirements we make in the code come into conflict with national legislation, the law will always take precedence. If this should occur the supplier must immediately inform us of this.

2. Work environment

Employees must be provided with a safe and healthy work environment.

2.1. Health and safety

We require our suppliers to prioritise the health and safety of workers and therefore expect that suitable protection is provided, that buildings and equipment are safe and that dangerous substances and dangerous waste are handled in a safe and secure manner.

2.2. Housing

If suppliers provide living accommodation to employees, this must be safe, hygienic and offer satisfactory personal integrity.

3. Work conditions

Brunngård Group AB expects suppliers to respect fundamental human rights and to treat employees in accordance with the ILO declaration on fundamental principles and rights at work (1998).

3.1. Discrimination

Brunngård Group AB values and respects different cultural backgrounds and traditions.

Employees will be judged and treated on the basis of the individual's ability and qualification to do the work, not on the basis of personal characteristics and convictions.

3.2. Forced labour

Forced, involuntary, or unpaid labour is unacceptable in any form. This includes contracts under forced conditions and the use of illegal workers.

No person may be detained at work at any time against his or her will.

3.3. Disciplinary measures

Employees will be treated with dignity and respect.

Under no circumstances may any employee be subjected to physical punishment or any other forms of physical, sexual or psychological punishment. Harassment and the use of force are similarly banned.

Wage deductions must not be applied as disciplinary penalties, unless this is regulated in a collective contract or approved in law.

3.4. Child labour

The UN Convention on Children's Rights (1989), the ILO Convention on minimum ages for access to work (No. 138, 1973) and the convention on the Ban on immediate measures for the abolition of the worst forms of child labour (No 182, 1999) are incorporated in the guidelines for all business carried out in the company's name.

No person may be used in under-age employment before having completed obligatory schooling or having reached the age of 15 years (the 14 exception applies in those countries included in article 2.4 of ILO Convention 138).

If children are found working for any supplier manufacturing products for the Brunngård Group AB, we request that immediate remedial measures are taken that are not detrimental to the child's social situation. If shortcomings are discovered after such a request, the supplier will be replaced.

3.5. Wages and working hours

The supplier will apply a working hours and payment policy with wages and overtime-payments that conforms at the very least to local laws and contracts, or according to the norms in local industry.

With the exception of extraordinary circumstances, timetabled working hours per week may not exceed a total of 60 hours total working time, including overtime.

Employees will have the right to an employment contract.

3.6. Freedom of association and the right to collective wage negotiations

Employees will be free to exercise their legal right to membership of, or to organise or work for, organisations that represent their interests as employees.

Suppliers will not subject employees to any threat or harassment or in any other way limit or influence employees' lawful and peaceful exercise of their rights.

Employers will respect employees' rights to collective wage negotiations.

3.7. Alcohol and drugs

A condition for a good, safe work environment is the absence of alcohol and drugs. Employers will ensure that no alcohol or drugs are used during working hours.

4. Environment

Brunngård Group AB is working actively to continuously reduce the company's direct and indirect effects upon the environment.

Suppliers are expected to work in line with Brunngård Group AB's environmental policy and to follow the requirements of national laws, regulations and industry standards. This includes being aware of and having control of their effects of the environment and working continuously to improve environmental standards in their activities.

As a minimum requirement, suppliers are expected to deal with dangerous substances and waste in a safe and secure manner. Requirements on the limitation of dangerous substances on those markets where Brunngård Group AB sells its products and any other requirements set by Brunngård Group AB will be adhered to.

5. Application and follow-up

Brunngård Group AB's management is responsible for work around the code of conduct being continuous. We will document and inform others how we ourselves and our suppliers are fulfilling requirements.

Brunngård Group AB is striving to form long-term relations and promote mutual development. We believe in active dialogue and cooperation with suppliers in order to agree on realistic actions plans for each individual case of non-compliance, without compromising our long-term goals.

5.1. Application

Employees responsible for products and the buying of products and services in Brunngård Group AB must ensure that the code of conduct is known and signed by affected suppliers.

Suppliers must ensure that the code is made available in the local language to employees that are affected by production for Brunngård Group AB. Managers must be aware of, and take responsibility for the application of this code of conduct within their spheres of responsibility and be aware at all times of relevant national laws and regulation.

5.2. Follow-up

Our buying organisation is responsible for supporting and following up suppliers. Any non-compliance will be reported, remedied and followed up.

Brunngård Group AB reserves the right to carry out unannounced checks of any supplier, in certain cases even with the assistance of a third party in order to assure ourselves that the code of conduct is being observed. This means, but is not limited to, suppliers upon request providing a list of employees, working times, wage lists, documentation of accidents and injuries at work, what preventive measures were taken, and fire protection measures and evacuation exercises carried out.

If a supplier does not carry out specified improvements within an agreed time frame, despite notice and an agreed action plan, Brunngård Group AB will break off cooperation.