



## **Rahmqvist Code of Conduct**

The Rahmqvist Group is committed to protection of the environment and to maintain a sustainable business model. Our commitment involves systematically work with environmental management systems involving reducing the environmental impact of our operations, products and processes. This applies from product idea, production, deliveries and disposal.

The Rahmqvist Group has adopted this Code of Conduct based on the UN Global Compact's Ten Principles derived from: The Universal Declaration of Human Rights, the International Labour Organization's Declaration on fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

Together with our Group policies, UN Global Compact's ten principles constitutes the basis for the way we work in Rahmqvist. We require employees, suppliers and business partners to adopt and act in the spirit of these values.

## **Workplace Social Practices**

### **Human Rights and Discrimination**

The Rahmqvist Group provides equal employment opportunities to all individuals without regard to gender, race, religion, age, disability, sexual orientation, nationality, social or ethnic origin, political opinions or any other characteristics protected by applicable law.

Physical, psychological, sexual and verbal harassment against any colleague or business partner will never be tolerated.

Convention 100 - Equal Remuneration  
Convention 111 - Discrimination

### **The Elimination of Child Labour**

The Rahmqvist Group does not tolerate underage labour or any forms of slavery or practises similar to slavery or forced compulsory labour of children in our operations or in operations of any supplier or other partner with whom we cooperate. The minimum employment age is 15 years, or the lawful age for working in each country in question.

Convention 138 - Minimum Age  
Convention 182 - Worst forms of child labour.

### **The Abolition of Forced Labour**

The Rahmqvist Group does not tolerate any illegal or forced labour in our operations or in the operations of any partner with whom we cooperate.

Convention 29 - Forced Labour  
Convention 105 - Abolition of Forced Labour



## **Fair Employment Conditions**

Hours of work, wages and employments terms shall be fair and reasonable and appropriate in relation to national practice and conditions of each country in question.

Convention 01 – Hours of Work.  
Convention 31 – Minimum Wages.

## **Freedom of Association**

All employees shall be free to exercise the right to form, join and refrain from joining unions or similar organizations devoted to collective bargaining.

Convention 87 - Freedom of association and protection of the right to organize  
Convention 98 - Right to organise and collective bargaining

## **Occupational Safety and Health**

Measures shall be taken to prevent accidents and injury to health arising out of, linked with or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

Convention 155 – Occupational Safety and Health

## **Business Environmental Practises**

### **Product Environmental Compliance**

The Rahmqvist Group aims to procure sustainable products by excluding the use of harmful substances and to consequently choose materials and components with the least environmental impact. Our goal is to respond to our customers requests for product compliance requirements with solutions that maintain legal EU environmental obligations.

## **Environmental risks**

Efforts shall be done to identify potential environmental risks and implement appropriate means to control such risks.

### **Chemical Management**

Chemicals shall be handled in a safe way for humans and environment.

## **Climate Impact Energy Saving Program**

Efforts shall be done to reduce emissions of carbon dioxide and green house gases.

### **Resource Saving Program**

Efforts shall be done to minimize energy consumption and to reduce and recycle waste.

## Anti-Corruption Program

Efforts shall be done to work against all forms of corruption, including extortion and bribery. Corruption can take many forms that vary in degree from the minor use of influence to institutionalized bribery. Transparency International's definition of corruption is "the abuse of entrusted power for private gain". This can mean not only financial gain but also non-financial advantages.

## Inspire

The Rahmqvist Group aim to inspire employees, customers and suppliers to adopt and act the spirit of Rahmqvist Code of Conduct to combine responsibility to run and develop successful business today, with our responsibility for awareness and control of the environmental issues to hand over a world in balance to future generations.

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