



Document name
Code of conduct

Version
1

Process
HR

Changed By
SP_Admin1

Approved By
Björn Nordmark

Approved
2022-09-09

Code of conduct

Vidinge Grönt and all associated companies (later referred as we or the company) are aware of the need to take responsibility for welfare of employees who contribute to the products we procure, respect human rights in all levels of the supply chain, to take responsibility for the environment we work in and in all means possible try to prevent corruption in the whole supply chain. Additionally in building partnerships with our suppliers, we shall seek to work with companies who share our values and who are prepared to commit themselves to our Code of Conduct.

Our Code of Conduct is based on the 10 principles of United Nation's Global Compact. We are a member of Supplier Ethical Trade Exchange and have committed to follow the Ethical Trading Initiative's base code (ETI base code) on labour rights. ETI base code is founded on the conventions of International Labour organisation (ILO) and its internationally recognized code of labour practice.

The principles of this Code of Conduct apply throughout the whole organization in our own operations and with all suppliers and business partners for us. All our business partners are expected to cascade the principles and requirements of this Code of Conduct down to their suppliers. It is a responsibility of the management and all employees to make sure that the Code of Conduct is being followed in all operations and business transactions made between us and our business partners.

Principles

Labour – ETI base code

In terms of labour practices the ETI base code is followed with its 9 principles.

1. In all cases and in all levels of the operations employment should be freely chosen
2. Freedom of association and the right to collective bargaining are respected
3. Every employee needs to have a right to safe and hygienic working conditions
4. Child labour must not be used
5. Living wages are paid
6. Working hours are not excessive
 - Working hours must comply with national laws and collective agreements
7. No form of discrimination is acceptable
8. Regular employment is provided
 - To every extent possible work performed must be on the basis of recognized employment relationship established through national law and practice.
9. No harsh or inhumane treatment is allowed

Environment

We acknowledge that the responsibilities of the company extend to the environment we work in. The company will commit to take a precautionary approach to environmental challenges, undertake initiatives to promote environmental responsibility and wherever possible encourage the development of environmentally friendly products and ways of working.

We expect all our business partners to take the same precautionary and proactive approach to environmental matters to be able to minimize the environmental impact in the whole supply chain.

Anti-corruption

We strive to actively work against all forms of corruption. No employee of the company working directly for the company or through a supplier shall be involved in any act of corruption, extortion or bribery.

Vidinge Grönt AB

Company name

Björn Nordmark

Represented by Name and Surname

Tockmatorp 2022-09-09

Signature

Place & Date