

	VERKSAMHETSSYSTEM		Datum 2020-07-06		Utgåva 5.0
	Processkarta H1	Namn Code of Conduct (Sv)	Godkänd av (ägare) TR	Godkänd mot standard DC	Sida 3/4

Code of Conduct

National Halmstad Performance Polymers AB (National) is committed to being a responsible employer. We shall carry on a financially sound business with respect for and attention to human rights, health and safety and the environment.

Our Code of Conduct shall guide our actions in different situations. The Code sets out the boundaries between appropriate and inappropriate conduct.

Fundamental laws and regulations


National respects the laws and ordinances in force in the countries in which we operate. We respect fundamental human rights and international labour standards as these are set out in the UN's Declaration on Human Rights and the International Labour Organisation's (ILO) core conventions.

- We do not accept child labour in any form.
We do not employ individuals who have not reached the age of completion of compulsory basic education or who are younger than 15 years old.
- We do not accept forced labour, slave labour or other forms of compulsory labour.
- National values diversity!
We recruit and treat staff in a non-discriminatory way.
We promote fair treatment and equal conditions for employees irrespective of skin colour, gender, religion, political opinion, age, sexual orientation, social or ethnic origin or any other differentiating characteristics.
- We do not permit any corporal punishment or physical, sexual, psychological or verbal harassment or assault.
- We respect the right of freedom of association.
- All employees have the right to form, join or refrain from joining trade union organisations. We do not accept disciplinary or discriminatory action being taken against employees who organise or join an organisation intended to safeguard their rights in a peaceful manner.

Health and the work environment

National will ensure that employees and others who enter our premises shall have a safe and healthy work environment.

- We shall take appropriate measures to prevent workplace accidents and work-related illnesses and shall endeavour constantly to improve.
- We monitor our work environment closely, and we urge all employees to report accidents, incidents and risks.
- Working conditions, working hours and salaries for young people who have the right to carry out certain kinds of work shall be appropriate for their ages.
- All employees shall benefit from a healthy balance between work and leisure.

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Relations with business partners

National Gummi AB's contact with business partners shall comply with sound business practice and shall be characterised by impartiality, integrity and morality.

- We must not, directly or indirectly, offer or give any rewards or benefits intended to induce our business partners to act in breach of their obligations.
- We must not, directly or indirectly, solicit or accept any form of improper payment or other compensation with the aim of inducing us to act contrary to our obligations.
- We protect our business partners' privacy in matters of commercial secrets and confidential commercial information of which we become aware in the course of our business activities.
- In areas over which we have influence, we make every effort to ensure that our suppliers, subcontractors, agents and partners comply with the principles contained in our Code of Conduct.

The Environment

At National we regard a systematic approach to the environment in accordance with ISO14001 as a tool to ensure that we consistently do what we can, within the framework of what is financially reasonable, to minimise our impact and our products' impact on the environment. Through a policy of actively choosing and investing in modern manufacturing technology and closed systems, we produce little waste and achieve a sound internal work environment, without risk to health, for our staff.

We have demonstrated over a long period that we live up to the high standards for sustainable development that our customers expect from us. Compliance with with IMDS reporting requirements, legal standards such as REACH & RoHS, as well as our customers' substance lists, is part and parcel of our day-to-day business operations.

Our long-term environmental objectives are:

- for our in-house laboratory to work actively to eliminate the use of substances which may lead to environmental and health risks
- to reduce the amount of waste produced each year throughout our operations
- to use energy generated from sustainable sources, and to minimise the use of energy in our operations.

Breaches of the Code of Conduct

Management and employees share a common responsibility to ensure compliance with this Code of Conduct.

Everyone is urged and expected to report any breach or suspected breach of this Code of Conduct. Such reports may be made to an immediate manager, HR Manager or any other member of the management team.



Tom Rössel, CEO