

## Code of Conduct for suppliers

This Code of Conduct defines the basic requirements for AB Dahréntråd's suppliers

### Legal compliance

- comply with the laws of the applicable legal system(s).

### Prohibition of corruption and bribery

- tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.

### Prohibition for the basic human rights of employees

- promote equal opportunities for and treatment of its employees irrespective of skin colour, race, nationality, social background, disabilities,
- sexual orientation, political or religious conviction, sex or age;
- respect personal dignity, privacy and rights of each individual;
- refuse to employ or make anyone work against his will;
- refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
- provide fair remuneration and to guarantee the applicable national statutory minimum wage;
- comply with the maximum number of working hours laid down in the applicable laws;
- recognize, as far as legally possible, the right of free association of employees and to neither favour nor discriminate against member of employee organizations or trade unions.

### Prohibition of child labour

- child labour must not be tolerated. The minimum employment age is the age reached on completion of compulsory education but will never be lower than the age of 15. The exception to this rule is short-term temporary work which does not affect a child's education e.g. holiday work and in those countries subject to the developing country exception of the ILO Convention 138 where no employed worker can be under the age of 14.

### Health and Safety of employees

- take responsibility for the health and safety of its employees;
- control hazards, and take the best reasonably possible precautionary measures against accidents and occupational diseases;
- provide training and ensure that employees are educated in health and safety issues;
- set up or use an occupational health & safety management system according to OHSAS 18001 or equivalent.

### Environmental protection

- act in accordance with the applicable statutory and international standards regarding environmental protection;
- minimize environmental pollution and make continuous improvements in environmental protection;
- set up or use an environmental management system according to ISO 14001 or equivalent.

### Supply Chain

- use best effort to promote among its suppliers' compliance with this Code of Conduct; comply with the principles of non-discrimination with regard to supplier selection and treatment.

### Conflict minerals

- Suppliers shall evaluate the origin or source of their materials throughout their supply chains to verify that they have not been obtained through any illegal form of mining according to Dodd-Frank Wall Street Reform and Consumer Protection Act, Section 1502. This distribution will contractually bind suppliers to not use conflict minerals.

  
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2018-03-01

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