

## 1. Code of conduct (English)

This code applies to Alron Chemical Co AB and its suppliers, including sub-contractors. The code is based on the following international conventions, standards and guidelines:

- United Nations International Bill of Human Rights ([www.un.org](http://www.un.org))
- United Nations Global Compact ([www.unglobalcompact.org](http://www.unglobalcompact.org))
- International Labour Organization Declaration on Fundamental Principles and Rights at Work ([www.ilo.org](http://www.ilo.org))
- OECD Guidelines for Multinational Enterprises ([www.oecd.org](http://www.oecd.org))
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas ([www.oecd.org/daf/inv/mne/mining.htm](http://www.oecd.org/daf/inv/mne/mining.htm))
- Business Charter for Sustainable Development of the International Chamber of Commerce ([www.iccwbo.org](http://www.iccwbo.org))
- Standard for Social Accountability, SA 8000 ([www.sa-intl.org](http://www.sa-intl.org))

### 1.1 Business ethics

#### 1.1.1 Legal compliance

Alron Chemical Co AB and its suppliers must comply with all applicable national and international laws and regulations, as well as with relevant international agreements.

#### 1.1.2 Product safety

The products and services provided by Alron Chemical Co AB and its suppliers must never endanger persons or the environment and must meet the agreed and legally specified product safety standards. Instructions on their safe use must be adequately communicated. Materials used shall be compliant with European REACH and RoHS directives, unless otherwise agreed.

#### 1.1.3 Corruption

No form of corruption is tolerated. This pertains in particular to the payment of bribes and to extortion in order to exert influence on business partners and representatives of politics, administration, judicial systems or the public.

#### 1.1.4 Fair competition

Alron Chemical Co AB and its suppliers shall apply the rules governing fair competition to all business activities.

This includes compliance with the relevant antitrust laws as well as legislation prohibiting unfair business practices.

#### 1.1.5 Protection of intellectual property

Alron Chemical Co AB and its suppliers respects the intellectual property rights of third parties.

#### 1.1.6 Conflict minerals

Alron Chemical Co AB and its suppliers shall respect human rights and avoid contributing to conflict through their mineral purchasing decisions and practices.

## 1.2 Human rights

### 1.2.1 Prohibition of child labor

Alron Chemical Co AB and its suppliers may not employ anyone under the age of 15. In countries where economic standards and educational facilities are less developed, the minimum age is 14 years and for light work 13 years. Dangerous work may only be performed by persons over the age of 18.

### 1.2.2 Prohibition of forced labor

Any and all forced or compulsory labor is prohibited. Alron Chemical Co AB and its suppliers may not require employees to hand over personal documents, such as identification card, passport or work permit, as a condition of employment.

### 1.2.3 Prohibition of discrimination

Equal opportunity shall be afforded all employees in hiring, employment practices and remuneration. Alron Chemical Co AB and its suppliers should not discriminate against anyone on the grounds of gender, age, ethnic origin, nationality, religion, sexual orientation, union affiliation or any type of disability.

### 1.2.4 Prohibition of disciplinary measures

Alron Chemical Co AB and its suppliers may not inflict corporal punishment or coercion of any kind on its employees. This is particularly true in the event that employees report in good faith business practices that violate national, international or internal regulations.

## 1.3 Socially responsible working conditions

### 1.3.1 Safe and healthy workplaces

Occupational safety and health protection should be provided as a minimum in the scope of the national regulations. Alron Chemical Co AB and its suppliers must implement occupational health and safety guidelines and procedures and inform employees of these, in order to reduce or prevent accidents and occupational diseases.

### 1.3.2 Wages

Alron Chemical Co AB and its suppliers shall compensate employees adequately and in accordance with the legally or contractually stipulated minimum wages or in line with the industry standard. MF and its suppliers shall furthermore provide the social benefits to which the employee is entitled by law. Compensation is paid transparently, at regular intervals and in the legal means of payment. Illegal and unauthorized wage deductions as well as deductions in the form of disciplinary measures are not permissible.

### 1.3.3 Regulated working hours

Alron Chemical Co AB and its suppliers ensures that employees do not work more than the maximum number of hours legally prescribed or collectively agreed upon in the respective country or dictated by the industry standard. The maximum working requirement should not exceed 60 hours a week (including overtime). Overtime should be voluntary and compensated by Alron Chemical Co AB and its suppliers according to applicable law. Employees are to be granted at least one day off following six consecutive workdays. Employees are furthermore entitled to a regular annual holiday.

### **1.3.4 Freedom of association and collective bargaining**

**Employees have the right to bargain collectively and to organize themselves in labor unions. Should a labor union not be permitted in a country for political reasons, Alron Chemical Co AB and its suppliers must facilitate independent alliances in another form. MF and its suppliers may not discriminate against worker representatives on the grounds of their function or against unionized workers because of their membership.**

## **1.4 Management systems**

**Alron Chemical Co AB and its suppliers should establish management systems that adhere to the fundamental principles set forth in this document. The quality- and environmental policy available through Alron's website shall be known and adhered to by Alron Chemical Co AB and its suppliers. Alron Chemical Co AB shall give preference to Suppliers who actively operate a quality management system according to ISO 9001, an environmental management system according to ISO 14001, in addition to OHSAS 18001 for occupational health and safety, or other comparable systems.**

## **1.5 Implementation and compliance**

**Suppliers to Alron Chemical Co AB may be requested to provide correct and comprehensive information required for an initial evaluation. Furthermore, suppliers shall make available all information necessary to verify compliance with the Code. Suppliers must report to Alron Chemical Co AB on any event and incident that could conflict with the principles of this document. Alron Chemical Co AB reserves the right to demand corrective measures in case of non-compliance with this document.**

