

Wing Plast - Code of Conduct

Forward

Wing Plast has drawn up a Code of Conduct, embodying the company's core values. Suppliers and sub-suppliers are expected to accept and observe this Code.

Wing Plast promote decent working and environmental standards in our supply chain. We want to cooperate closely with our suppliers and business partners in pursuit of this aim.

This Code of Conduct establishes standards to ensure that working conditions in Wing Plast supply chain are safe, that workers are treated with respect and dignity and that business operations are environmentally responsible and conducted ethically.

It applies to Wing Plast suppliers and their subsidiaries, affiliates and subcontractors providing goods or services to Wing Plast.

Mutual transparency, continuous improvement and mutual business benefit are fundamental partnership principles for working together on continuous improvement of sustainability management systems covering the areas mentioned in this Code.

Application

Our Code of Conduct outlines the requirements that we place on suppliers of products and services. Suppliers are responsible for communicating the content of this code of conduct to their workers and sub-suppliers. In circumstances not covered by the Code, the principles underlying the Code shall apply. Supplier shall at a minimum require its next tier suppliers to acknowledge and implement these or similar requirements.

Compliance with Laws and Regulations

The Wing Plast supplier shall always conduct its business in accordance with all applicable (international) treaties, laws, operational regulations and restrictions. The supplier interprets and applies them in accordance with what may reasonably be expected. Where provisions are absent or unenforced, Wing Plast expects the supplier to act in the spirit of this Code. The supplier actively pursues a policy of preventing violations of applicable rules and regulations. In case of any perceived or actual conflict the supplier is expected to notify Wing Plast.

Conducting Business Ethically

Wing Plast and the supplier act with integrity, responsibly, competently carefully, and with respect for the environment and society. There will be no payments, services, gifts or other advantages offered or given to any Wing Plast employee or third party which are intended to influence the way in which the Wing Plast employee or third party goes about his or her duties. Similarly Wing Plast will not offer or give such payments, services, gifts or other advantages to any supplier which are intended to influence the way in which the supplier goes about his or her duties. There will be no actual or attempted money laundering.

Respect for Human Rights

The Wing Plast supplier supports and complies with the United Nations' Universal Declaration of Human Rights. No employee shall suffer harassment, physical or mental punishment or other forms of abuse. The supplier upholds the spirit of the Universal Declaration of Human Rights in respecting the rights of its employees, the communities in which the supplier operates and those with whom the supplier does business. The supplier seeks to work only with other suppliers that uphold the same.

Antitrust Policy

The Wing Plast supplier is fully committed to compliance with the antitrust and competition laws, which is designed to promote free and open competition in the marketplace. The antitrust law regulates i.e. routine business decisions involving prices and price-fixing, terms and conditions of sale and dealings with competitors.

Conflict of Interest

Employees must avoid situations in which their personal interests could conflict, or even appear to conflict, with the interests of the supplier. Conflicts of interest arise when an individual's position or responsibilities with the supplier present an opportunity for personal gain of profit separate and apart from that individual's earnings from the Company or where the employee's interests are otherwise inconsistent with the interests of the Company. Among others outside employment or personal financial interests have a great potential for conflicts of interest. If the employee knows, or reasonably should know, that a personal interest may be in conflict with the interests of the Company, the employee must consult the Company in advance.

Working and Environmental Conditions

This code of conduct is based on internationally acknowledged UN and ILO conventions and sets out a minimum standard. The employment legislation applicable to the place of production shall be respected. Where national laws and regulations cover a topic that is also dealt with in this code of conduct, the higher standard shall apply.

1. Freely Chosen Employment (ILO Conventions Nos. 29 and 105)
2. No Child Labour (UN Convention on the Rights of the child; ILO Conventions Nos. 138, 182 and 79, and ILO Recommendation No. 146)
3. No Discrimination (ILO Conventions Nos. 100 and 111 and the UN Convention on Discrimination Against Women)
4. No Harsh or Inhumane Treatment
5. Safe and Hygienic Working Conditions (ILO Convention No. 155 and ILO Recommendation No. 164)
6. Wages (ILO Convention No. 131)
7. No Excessive Working Hours (ILO Convention No 1 and 14)
8. Providing Regular Employment

Verification

Wing Plast is committed to comply with the principles presented in this policy document. All suppliers are required to follow this Code of Conduct. Wing Plast may choose to perform compliance assessment by:

- Establishing with suppliers, where necessary, a further dialogue to ensure common understanding of Code of Conduct requirements and to evaluate compliance status.

- Audits, by either own or third party resources at locations where products and/or services for Wing Plast are produced.

WING PLAST AB

Company name



Signature

2019-10-30

Date

STEFAN WILHELMSSON

Name