

	Benämning <b>Code of Conduct</b>		Utgåva 1
	Process <b>Policy</b>		Sida 1 (2)
Utfärdare ENN – Emelie Zewebrand	Datum 2022-01-19	Ändrad av -	Datum -

# Code of conduct

## PURPOSE AND OBJECTIVES

The purpose of the Code of Conduct is to establish a united view for CSR-related activities. As well as to ensure that the development of T-Emballage's accountability in environmental, ethical and social issues is consistent throughout T-Emballage's supply chain. Clear accountability strengthens both competitiveness and the position as an attractive employer while promoting a healthy business culture.

To us, development, safety, and sustainability are core values which are fundamental in everything we do. This includes our relations with partners and suppliers. Through long-term business relations we promote safety for us, our employees, our customers, and our suppliers. We also promote a sustainable development of products and business relations. We will act ethically, frankly, and with consideration for the expectations of the world around us.

Our Code of Conduct is based on the 10 principles developed within the framework of the UN Global Compact. The Code of Conduct deals with human rights, labour law, the environment and anti-corruption. These areas cover the essential elements of social responsibility and applies to all our business operations, our employees, our suppliers, and their employees including their subcontractors.

The basic principles of the Code of Conduct are:

## HUMAN RIGHTS

1. T-Emballage supports and respects the protection of international human rights.
2. T-Emballage is not involved in violations of human rights.

## LABOUR LAW

3. T-Emballage maintains freedom of association in accordance with local legislation, and all employees are free to start or participate in trade union activities. T-Emballage recognizes the right to collective bargaining regarding employment conditions.
4. All forms of forced labor are prohibited, and employees are entitled to terminate their employment according to local legislation or their employment contracts.
5. T-Emballage opposes all types of child labor. No person shall be employed under the age of 15, and in case of particularly demanding jobs, the person must be at least 18.
6. No person shall be subject to discrimination in employment, including hiring, based on age, ethnicity, gender or gender presentation, religion, political opinion, social origin, sexual orientation, or disability. Physical or mental harassment is strictly prohibited.

### Postadress

T-Emballage AB  
Nydalavägen 14  
S-574 35 VETLANDA

### Telefon

0383-599 00

### Org.nr

556497-9986

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SE556497998601

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[www.t-emballage.se](http://www.t-emballage.se)

	Benämning <b>Code of Conduct</b>		Utgåva 1
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## ENVIRONMENT

7. T-Emballage supports the precautionary principle regarding environmental risks: “Where there is a threat of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation”.
8. Innovative solutions that reduce environmental impact are strongly encouraged, and T-Emballage takes active initiatives to promote greater environmental responsibility.
9. T-Emballage strongly encourages development and dissemination of environmentally friendly technology. Sustainable development is a keyword, and T-Emballage works with environmental issues from a preventive perspective.

## ANTI-CORRUPTION

10. T-Emballage works to prohibit corruption in all its forms, including extortion and bribery, and proactively develops strategies and concrete programs to deal with corruption both internally and in T-Emballage supply chain

The supplier ensures that the supplier, and all its sub-suppliers recognize and respect the requirements of this Code of Conduct. Our employees and suppliers are encouraged and expected to report incidents of non-compliance with this Code of Conduct. Reported information will only be processed to the extent reasonably necessary for the investigation. There will be no retaliation or other negative consequences for individual reporting on such incidents. In case of serious breaches of this Code of Conduct, the Supplier shall within one month present an acting plan to make sure that they comply with the Code of Conduct.

As a condition of doing business with T-Emballage, suppliers must permit T-Emballage, or their designated agents, to perform audits, including confidential employee interview/s in order to monitor and review the compliance of this Code of Conduct.

\_\_\_\_\_  
Place and date

\_\_\_\_\_  
Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Company

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