

Helvar Code of Conduct

Helvar promotes sustainable development, acts according to good business ethics, and respects human dignity in its operations. Helvar is committed to act fairly and with integrity toward its stakeholders. All applicable laws and regulations are identified and complied by Helvar.

Helvar's Code of Conduct follows the principles of EICC Code of Conduct.

The role of suppliers is considered significant within Helvar's activities, therefore next tier suppliers' direct commitment to EICC's Code of Conduct is expected.

Helvar Management Team has approved this Code of Conduct. The code of conduct is shared throughout the company, and the personnel are committed to it.

Environment

The production at Helvar factories operates on a level that respects environmental aspects including energy consumption, waste management and handling of the chemicals. Helvar has a certified ISO14001 environmental management system. All applicable legal requirements are followed, and required actions are implemented.

The material contents of Helvar products are according to applicable laws and regulations. Customer requirements on hazardous substances are recognized and notified when applicable.

Health and Safety

Helvar recognizes that a safe and healthy work environment improves the quality of products, the consistency of production and workers' morale. Helvar does its utmost – with regard to reasonability and practicability – to:

- Protect the health and safety of employees and contract labour and minimize any adverse work conditions
- Implement healthy and safe work practices to prevent injury, illness and property damage
- Minimize occupational exposures to potentially hazardous materials and unsafe work conditions by maintaining appropriate safety systems and effective controls
- Implement an emergency response program that addresses the most likely anticipated emergencies
- Train managers and employees to assure their continued commitment to their own health and safety and that of their co-workers, and
- Involve employees at all levels in the health and safety program; assure their accountability for injury and illness prevention

Workers are provided with appropriate and adequate personal protective equipment if they are exposed to potential safety hazards that cannot be controlled.

Labour

Helvar is committed to uphold the human rights of workers, and to treat them with dignity and respect. Helvar does not accept employment of children in violation of convention 138 and 182 of the International Labour

Organization. The workers in Helvar are freely chosen. Under no circumstances forced or bonded labour is used.

Compensation paid to workers by Helvar complies with all applicable wage laws.

Helvar expects its suppliers to follow and respect the existing local requirements and regulations related to working conditions and selection of the workers.

Right to Organise

Helvar recognizes and respects the freedom of its employees to choose whether or not to establish or to associate with any organization of their own choosing (including labour unions) without company's prior authorization. The employment of a worker is not dependent upon he/she joining a union, and Helvar will not force an employee to relinquish trade union membership. Furthermore, union membership is not the cause for the dismissal of – or otherwise prejudice against – a worker. Helvar will not interfere with or finance labour organizations or take other actions with the intent of placing such organization under the control of Helvar.

Collective Bargaining

Helvar respects – within the framework of law, regulations and prevailing labour relations and employment practices – the right of its employees to be represented by labour unions and other employee organizations. Helvar will engage in negotiations, either on its own behalf or through employers' associations, with a view toward reaching agreement on employment conditions.

Discrimination

Helvar treats its employees equally in employment and occupation. A person's age, gender, religion or ethnic background must not become a discrimination factor at any stage during a working relationship at Helvar. Workers or potential workers are not subjected to medical tests that could be used in a discriminatory way.

Business Ethics

Helvar prohibits any form of corruption, extortion and embezzlement in its operations. Bribes and other means of obtaining improper advantage are not to be offered or accepted by Helvar.