

Corporate Social Responsibility Policy

This CSR Policy communicates the social, environmental and ethical considerations that we require our suppliers including subcontractors to live up to. The policy aims to manifest internationally agreed rules and we expect all our suppliers together with subcontractors to respect the underlying social, environmental and ethical requirements in their operations and share our support for these agreements.

The products and services that are supplied to Heinex AB are to be produced under conditions that are compatible with the **10 principles of the UN Global Compact**, derived from:

- The Universal Declaration of Human Rights
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- The Rio Declaration on Environment and Development
- The United Nations Convention Against Corruption

Human Rights

- Principle 1: Suppliers should support and respect the protection of internationally proclaimed human rights
- Principle 2: make sure that they are not complicit in human rights abuses

Labour

- Principle 3: Suppliers should uphold the freedom of association and the effective recognition of the right to collective bargaining
- Principle 4: the elimination of all forms of forced and compulsory labour
- Principle 5: the effective abolition of child labour
- Principle 6: the elimination of discrimination in respect of employment and occupation

Environment

- Principle 7: Suppliers should support a precautionary approach to environmental challenges
- Principle 8: undertake initiatives to promote greater environmental responsibility
- Principle 9: encourage the development and diffusion of environmentally friendly technologies

Anti-Corruption

- Principle 10: Suppliers should work against corruption in all its forms, including extortion and bribery

Safety

The appropriate protection equipment is to be available and used. Fire-extinguishing equipment is to be available and exits/emergency exits should be accessible in the event of evacuation.

More detailed information about the 10 guiding principles is to be found in the Heinex **“Code of Conduct”**.



National legislation

National legislation in the manufacturing country is to be followed and is to represent a minimum level for the operation. In this document it pertains primarily to legislation in the areas of labour legislation, environment, safety and suchlike.

Monitoring of compliance

The supplier and his subcontractors will regularly control/verify that the above requirements are complied with and will inform Heinex of the outcome. In cases of inadequate compliance, an action plan is to be drawn up and its implementation monitored.

We kindly ask you to submit certificates, protocols from internal and external audits and other documents that show proof of your work of fulfilling the CSR requirements.

The company hereby certifies that the company with below mentioned subcontractors fully complies with the Corporate Social Responsibility Policy of Heinex and the 10 principles of the UN Global Compact.

Date: _____

Stamp: _____

Name of Company and position: _____

Signature: _____

Name in block letters: _____

Subcontractor

Company:

Product:

Name & position:

Approved by supplier ☐ Yes

☐ No

Approved by HEINEX AB ☐ Yes

☐ No