

Code of Conduct for OneCo Suppliers

This Code of Conduct is in harmony with OneCo's Code of Conduct, which all employees must follow. It is based on international agreements on human rights, corruption, employment conditions, external environment and sustainable development. Similarly, all OneCo's suppliers must meet these requirements so that they are aware of our expectations.

Relationship to Swedish legislation

In addition to following this Code of Conduct, the supplier must comply with applicable Swedish legislation.

Human rights

The supplier shall respect internationally recognized human rights and avoid being complicit in human rights violations of any kind. The supplier shall respect the personal dignity, integrity and rights of each individual.

Labor regulations

Employees' rights to freedom of association and collective agreements shall be respected. No form of forced labor, involuntary or unpaid labor may occur. Employees shall not be forced to deposit money or identity documents with the employer and shall be free to terminate their employment after a reasonable period of notice.

Child labor shall not be tolerated in any form. People under the age of 18 shall not perform work that is harmful to health and safety.

Employees shall be assessed and treated on the basis of the individual's ability and qualifications in every decision relating to their work.

No employee shall be discriminated against on the grounds of ethnic background, religion, age, disability, gender, marital status, sexual orientation, trade union membership, membership in a political organization or any other comparable reason.

The supplier shall provide compensation that meets Swedish minimum wage regulations. It is not permitted to use salary deductions as a disciplinary measure.

Employment contracts for all personnel shall be in place and the supplier shall respect agreed working hours and the right to recover and leave.

All forms of corruption, including extortion, bribery, facilitation payments, nepotism, fraud and money laundering, are strictly prohibited.

Health and safety

The working environment for employees must be safe and promote good health. The supplier shall conduct risk assessments and take the necessary preventive measures against accidents and occupational diseases. Employees shall have knowledge of risks and safety procedures and access to the necessary protective equipment.

Environment

Applicable environmental legislation shall be complied with. Each operation shall have knowledge and control over its environmental impact, including resource consumption, emissions, chemicals and waste. The supplier shall minimize its environmental impact and continuously improve its environmental performance.