



CODE OF CONDUCT

GJUTERITEKNIK CODE OF CONDUCT

Vendor Issues in social and sustainable entrepreneurship is central in the world and is also playing an increasing role in the company's competitiveness and profitability.

Gjuteritekniks Code of Conduct was established in December 2013 to support social and sustainable entrepreneurship.

Code of Conduct emphasizes especially human rights, occupational health and labor issues, environmental management and anti-corruption.

Gjuteriteknik has founded its Code of Conduct based on the UN Global Compact, an international initiative supported by businesses around the world, aimed at ensuring compliance with the above areas.



PURPOSE

In order to respect human rights, to promote fair employment , safe working conditions, responsible environmental and ethical standards must the Code of Conduct be applied in the production , supply and service for Gjuteriteknik's products and services.

In addition to comply with all applicable laws, rules and standards in the countries where Gjuteriteknik operates, all employees live up to Gjuteriteknik's Code of Conduct , even in cases where code requirements are more stringent than national laws and regulations .

Gjuteriteknik's requires that suppliers and their subcontractors shall comply with the code of conduct or equivalent standards and confirm this by providing information and provide access to their facilities. Gjuteriteknik actively supports its suppliers in order to secure long-term continuous and measurable improvements .

Gjuteriteknik supports the UN's ' Global Compact ' . To make this commitment clear to employees, suppliers, customers and other stakeholders, our Code of Conduct is based on the Global Compact's ten principles and shall be public.



WORKING CONDITIONS

FREDDOM OF ASSOCIATION

As far as applicable laws permit all employees free to form and to be a member or not be a member, in trade unions or similar external unions, and to bargain collectively.

FORCED LABOR

Forced or compulsory labor shall not apply and the employees are free to terminate their employment after reasonable notice, in accordance with national law or agreement. Employees are not required deposit of money or identity papers with their employer.

Terms of employment

Employees understand their employment. Pay and conditions are fair and reasonable, and meets, as a minimum, the highest national legal requirements and industry standards. Working hours are in accordance with national law and not abusive.

CHILD LABOUR

No person employed who is below the legal minimum age for employment. The minimum age is the age for completion of compulsory schooling, or a minimum of 15 years (or not less than 14 years in countries where the education system is not fully developed), in accordance with Article 2.4 of ILO Convention no. 138 on minimum age. Children are hired not for anything dangerous work, or for work that is not consistent with the child's personal development. The child is a person under 18 years, as defined in Article 1 of the UN Convention on the Rights of the Child. Personal development includes a child's health or physical, mental, spiritual, moral or social development, as described in Article 32 of the UN Convention on the Rights of the Child.

When a child is appointed to be the best interests a priority. Policies and programs to help children who perform child labor should be supported or developed.

ELIMINATION OF DISCRIMINATION

Employees are treated with respect and dignity.

Corporal punishment, physical, verbal or other unlawful

harassment and any form of threat or intimidation is prohibited.

All forms of discrimination based on bias or prejudice is prohibited, such as discrimination based on race, color, sex, sexual orientation, marital status, pregnancy, parental status, religion, political opinion, nationality, ethnic background, social origin, social status, race, disability, age, union membership, or any other characteristic or status protected by applicable local law.

Employees with the same qualifications, experience and accomplishments receive equal pay for equal work with others who do the same work under similar working conditions.

WORK ENVIROMENT

A healthy and safe working environment and, if applicable, housing provided for employees, in accordance with international standards and national laws.

Appropriate information and training on health and safety is provided for employees. Security include such clearly marked and not blocked exits, emergency exits and evacuation plans on each floor, regularly tested fire alarms, regular evacuation drills, first aid equipment, safe and proper handling and labeling of chemicals, mechanical equipment and work processes.

Workplace, and if applicable, housing, and has acceptable temperature and noise level, adequate ventilation, adequate lighting, clean toilets, clean drinking water and, if appropriate, sanitary facilities for food storage.

ENVIRONMENT

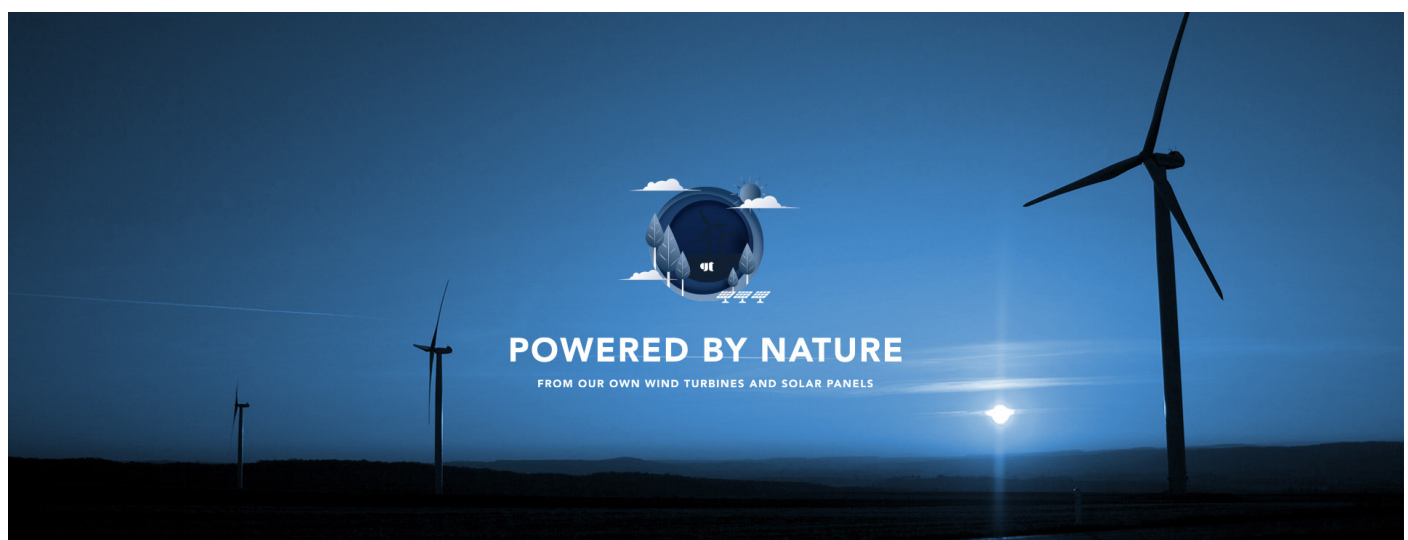
Finite resources are used responsibly and with caution.

Approaches and methods that reduce any environmental impact that is linked to our business will benefit.

Innovative development of products and services that provide environmental and social benefits promoted.

ANTI-CORRUPTION

No form of extortion or bribery, including improper offers of payments to or from employees, or organizations tolerated.



CODE OF CONDUCT - SUPPLEMENT FOR SUPPLIERS

The CODE (Code of Conduct) apply to all activities of Gjuteriteknik and mutually contributing to Gjuteriteknik products, services and other business activities ("Supplier").



ADHERENCE

Gjuteriteknik requires the Contractor and his sub contractors meet the requirements of the CODE (Code of Conduct), which may mean more stringent requirements than the applicable national law.

A Supplier must on request reasonable extent verify that the Contractor and its subcontractors complies with the CODE (Code of Conduct). This can be done by providing information and / or to allow access to sites of Gjuteriteknik or its representatives.

NOTIFICATION REQUIREMENT

The contractor is responsible for ensuring that its employees and subcontractors are informed of the CODE (Code of Conduct) and that they meet the requirements.

THE GLOBAL GOALS For Sustainable Development



We hereby confirm that we have read and supports Gjuteriteknik's "Code of Conduct"

<i>Place</i>	<i>Date</i>	<i>Company</i>	<i>Signature</i>
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