

Swedish Association of Agents (SAA) and members of SAA shall always meet with the standards and ethical practices that are listed below and include EU Chemical Directive including REACH as well as UN Convention for Children and ILO Convention regarding Working Conditions and Rights.

CODE OF CONDUCT FOR SAA

Engagement criteria

The following engagement criteria addresses primarily under the control of business partners, sources and vendors.

A prior examination should be done of the social, political and business environment in the countries where any kind of cooperation are planned to take place.

Ethical standards

Business will only be done with those, who use sound and legal practices, minimize the potential for conflicts of interest, prohibit the giving or receiving of gifts and gratuities, place the utmost importance in truth and full disclosure, and comply with all specifications, quality criteria and product requirements.

Health and safety

All business partners must be committed to a safe and healthy work place and must comply with all applicable laws and regulations that applies to health and safety. Further, there must be an appropriate method for dealing with hazardous materials. All partners that provide residential facilities must also maintain those facilities in a healthy and safe manner.

Environmental

All business partners must be committed to environmentally safe practices and must be in compliance with the *European Union* regulations. Care must be taken with any environmentally sensitive substances or processes.

All business partners must in connection to the production actively minimize its environmental influence and follow local law and regulations including the chemical law SEARCH from EU. Forbidden chemical substances are not accepted.

Employment practices

Business will only be done with those, who do not subject their workers to physical risks, recognize the right of free association, and do not exploit their workers. Mental or physical threats and physical punishment of any kind is not allowed.

Wages and benefits must comply with law and/or prevailing local practice. All fees and/or wages deductions must be fair and reasonable.

Working hours must be preset on a daily, weekly and monthly basis with compensation for overtime.

Child labour is forbidden to use among partners or sources or their sources of vendors. A child is a person under the age of 16 years, or 14 years depending on national legislation.

Forced or prison labour is forbidden to use among partners or sources or their sources vendors.

Non-discrimination. Cultural diversity and support employment practices must be based on skills and abilities. Business will not be done with those who discriminate in any way.

Corruption including blackmailing and bribes shall be counteracted.

General

The intention is only to do business with partners, sources and vendors who contribute to the betterment of their communities and who train and develop their workers.

The Code of Conduct for IUCAB is based on the following documents and is created in accordance with:

- UN's conventions on Human Rights including Children's Rights. (<http://www.hrweb.org/legal/undocs.html>)
- ILO's (International Labour Organisation, a trade union organisation within the UN – system) conventions on working conditions and workers rights in the work place. (http://www.ilo.org/global/What_we_do/InternationalLabourStandards/lang--en/index.htm)
- The Rio declaration on Environment and Development. (<http://www.unep.org/Documents.Multilingual/Default.asp?DocumentID=78&ArticleID=1163>)
- The UN's convention on corruption. (<http://www.unodc.org/unodc/en/treaties/CAC/index.html>)
- Social Accountability International — Human Rights at Work, SA8000 (<http://www.sa-intl.org/>)
- Standard providing guidelines for social responsibility, ISO26000 (<http://isotc.iso.org/livelink/livelink/fetch/2000/2122/830949/3934883/3935096/home.html>)
- Business Social Compliance Initiative, BSCI Code of Conduct (<http://www.bsci-eu.org/index.php?id=2020>)