

Code of Conduct

HAMAX AS

These principles of sustainable business practice are based on the UN and ILO conventions and set minimum and not maximum standards. The legislation at the place of production must be respected. Where national laws and regulations cover the same subject as these guidelines, the highest standard shall apply.

Forced labor / slave labor (ILO Convention Nos. 29 and 105)

- 1.1. There shall be no form of forced labor, slave labor or involuntary labor.
- 1.2. Workers must not be able to deliver a deposit or identity documents to the employer and must be free to terminate their employment with a reasonable period of notice.

Trade union organization and collective bargaining (ILO Convention Nos. 87, 98, 135 and 154)

- 2.1. Workers shall, without exception, have the right to join or establish trade unions at their own request, and to bargain collectively. The employer shall not interfere in, hinder, or oppose trade unions or collective bargaining.
- 2.2. Trade union representatives shall not be discriminated against or prevented from conducting their trade union work.
- 2.3. If the right to free organization and / or collective bargaining is limited by law, employers shall facilitate and not impede alternative mechanisms for free and independent organization and negotiation.

Child labor (UN Convention on the Rights of the Child, ILO Convention Nos. 138, 182 and 79, ILO Recommendation No. 146)

- 3.1. The minimum age for workers shall not be less than 15 years and in line with the national minimum age for employment, or minimum age for compulsory schooling, with maximum age as applicable. If the local minimum age is set at 14 years in line with the exception in ILO Convention 138, this can be accepted.
- 3.2. New recruitment of child workers in violation of the above minimum age shall not take place.
- 3.3. Children under the age of 18 must not perform work that is detrimental to their health, safety, or morals, including night work.

3.4. Action plans shall be established for the early phasing out of child labor that are in violation of ILO Conventions 138 and 182. The action plans shall be documented and communicated to relevant employees and other stakeholders. Arrangements shall be made for support schemes where children are given the opportunity for education until the child is no longer of compulsory school age.

Discrimination (ILO Conventions Nos. 100 and 111 and the UN Convention on the Elimination of All Forms of Discrimination against Women)

4.1. There shall be no discrimination in respect of employment, remuneration, training, promotion, dismissal, or retirement based on ethnicity, caste, religion, age, disability, sex, marital status, sexual orientation, trade union work or political affiliation.

4.2. Protection shall be established against sexually intrusive, threatening, abusive or exploitative behavior, and against discrimination or dismissal on unreasonable grounds, e.g. marriage, pregnancy, parental status or status as HIV-infected.

Brutal treatment (Declaration of Human Rights)

5.1. Physical abuse or punishment, or the threat of physical abuse is prohibited. The same applies to sexual or other abuse and other forms of humiliation.

Health, safety and the environment (ILO Convention No. 155 and Recommendation No. 164)

6.1. Efforts shall be made to ensure workers a safe and healthy working environment. Hazardous chemicals and other substances must be managed properly. Necessary measures must be implemented to prevent and minimize accidents and damage to health because of, or related to, conditions in the workplace.

6.2. Workers must have regular and documented training in health and safety. Health and safety training shall be repeated for newly employed and relocated workers.

6.3. Workers must have access to clean sanitary facilities and rent drinking water. If relevant, the employer must also offer access to facilities for safe storage of food.

6.4. If the employer offers accommodation, this must be clean, safe, adequate ventilation and with access to clean sanitary facilities and fresh drinking water.

Wages (ILO Convention No. 131)

7.1. Wages for workers for a normal working week must at least be in line with national minimum wage regulations or industry standards, whichever is higher. Salaries must always be sufficient to cover basic needs, including some savings.

7.2. Salary conditions and payment of salary must be agreed in writing before the work begins. The agreement must be understandable to the worker.

7.3. Deductions from salary as a disciplinary action are not permitted.

Working hours (ILO Convention Nos. 1 and 14)

8.1. Working hours must be in line with national laws or industry standards, and not exceed working hours in accordance with applicable international conventions. Normal working hours per week should not normally exceed 48 hours.

8.2. Workers must have at least one day off per 7 days.

8.3. Overtime must be limited and voluntary. The recommended maximum overtime is 12 hours per week, i.e., total working hours of 60 hours per week. Exceptions from this can be accepted if it is regulated by a collective agreement or national law.

8.4. Workers must always have overtime pay during working hours above normal working hours (see section 8.1 above), at least in accordance with applicable laws.

Regular employment

9.1. Obligations to workers, in accordance with international conventions, national laws and regulations on regular employment shall not be bypassed through the use of short-term contracts (such as the use of contract workers, freelancers and day workers), subcontractors or other employment relationships.

9.2. All workers are entitled to an employment contract in a language they understand.

9.3. Apprenticeship programs must be clearly defined in terms of duration and content.

Marginalized population groups

10.1. The production and use of natural resources shall not contribute to destroying the resource and income base for indigenous peoples or other marginalized population groups, for example by seizing large areas of land, unsustainable use of water or other natural resources on which the population groups depend.

Environment

11.1. Negative environmental impact must be reduced throughout the value chain. In line with the precautionary principle, measures must be implemented to continuously minimize greenhouse gas emissions and local pollution, the use of harmful chemicals, pesticides and to ensure sustainable resource extraction and management of water, sea, forest and land, and the conservation of biological diversity.

11.2. National and international environmental legislation and regulations must be complied with, and relevant discharge permits must be obtained.

Animal welfare

12.1. Animal welfare must be respected. Measures should be implemented to minimize the negative impact on the welfare of production animals and working animals.

12.2. National and international animal welfare legislation and regulations must be complied with.

Corruption

13.1. All forms of bribery are unacceptable, such as the use of alternative channels to secure illegitimate private or work-related benefits to customers, agents, contractors, suppliers, or their employees as well as public servants / women.

Competition

14.1. Applicable international competition rules shall be followed. All forms of illegal cooperation regarding prizes, cartel activities or similar is unacceptable.