



ASTON

SWEDEN

CODE OF CONDUCT

Introduction:

The surrounding world is making ever increasing demands on companies to act in a responsible way in relation to society, the environment and employees. These are all natural priorities for ASTON SWEDEN.

Purpose:

The purpose of this Code of Conduct is to describe our core values and ensure that our daily business is conducted according to healthy business ethics and that we at any given time can look our surrounding world in their eyes with good conscience. Furthermore to make sure that ASTON SWEDEN products are manufactured in a way that characterizes a company that acts in a responsible way in relation to all stakeholders. Team leaders at all levels are responsible for relaying this information to their team members and to set appropriate demands towards suppliers and general business partners.

ASTON SWEDEN core values

- We work hard to find the best existing solutions or develop better ones ourselves.
- We do not give up until a solution is found and we have reached our goals. This attitude we refer to as "ASTON SWEDEN Fighting Spirit".
- We always think truly out the box when finding new solutions or ways. "No" is not an option when coming up with new ideas and solutions.
- Our customers can rely on us at all times.
- We think, act and react quickly in an ever changing global world.
- We always strive at running a profitable business and to develop it further.
- At ASTON SWEDEN our customers are not always right... we believe in the value of challenging points of views and ideas.

Confidentiality:

We are committed to maintaining the highest degree of integrity in all our dealings with potential, current and past customers, both in terms of normal commercial confidentiality, and the protection of all personal information received in the course of providing the business services concerned. We extend the same standards to all our customers, suppliers and associates.

Ethics:

We always conduct our own services honestly and honourably, and expect our customers and suppliers to do the same.

Working environment:

We live up to national and local laws in regards to working environment and strive to keep ASTON SWEDEN ahead in all aspects.

Duty of care:

Our actions will always conform to relevant law, and we believe that all businesses and organizations, including ASTON SWEDEN, should avoid causing any adverse effect on the human rights of people in the organizations we deal with, the local and wider environments, and the well-being of society at large.

Environmental impact

ASTON SWEDEN recognizes that all businesses alike have some kind of environmental impact and that carbon dioxide equivalents cannot be neglected.

Today's world unfortunately is filled with many different terms, words and definitions on how companies take steps to have a minimal impact. ASTON SWEDEN will strive at describing very specifically what we do and will not claim to "save the planet".

As we manufacture most of our products ourselves, we are fortunately in a position of having a direct hands-on influence on a larger part of the product life cycle.

We are actively working with initiatives to minimize our carbon footprint. Some of these initiatives consists of the following:

- Taking measures to calculate the carbon footprint of our own production processes to see where we can improve and be more energy efficient.
- Working closely with our packaging suppliers to provide the most suitable packaging with as little material needed.
- Striving to ensure that our electricity is provided from renewable energy resources such as wind energy, solar energy, etc.

ASTON SWEDEN has a dedicated team looking at adding more initiatives that we believe will make sense and will have a large effect.

Quality assurance:

We maintain the quality of what we do through constant ongoing review with our customers, of all aims, activities, outcomes and the cost-effectiveness of every activity. We encourage regular review meetings and provide regular progress reports.

Professional conduct:

We conduct all of our activities professionally and with integrity.

ASTON SWEDEN expectations of suppliers:¹

We firmly believe that we should behave towards the world around us, which includes society in general, beyond the requirements of legislation and regulation.

We aim to establish long lasting relationships with our suppliers to our mutual benefit.

ASTON SWEDEN endorses the guidelines and recommendations of the World Trade Organization (WTO) and will therefore, other things being equal prefer suppliers from member countries.

ASTON SWEDEN recognizes the Universal Declaration of Human Rights (1948) as well as the core labour conventions of the International Labour Organization as reflected in the Declaration on the Fundamental Principles of Rights at Work (1998). These international standards form the basis of this Code of Conduct, and we expect our suppliers to share our commitment to these standards.

All suppliers of materials and components must as a minimum comply with local laws and regulations in their countries of operation. Should any of the specific provisions of this code of conduct legally conflict with national or local laws, the applicable laws should always prevail; in these cases ASTON SWEDEN should be notified.

All suppliers must match ASTON SWEDENs engagement and responsibility in conducting business with as little negative environmental impact as possible. All required environmental permits, approvals and registrations are to be obtained, maintained, and kept current and their operational and reporting requirements are to be followed.

All suppliers must act in compliance with national and international competition legislation and regulation, and they must follow the WTO's legal ground-rules for international commerce in order to obtain open, fair and undistorted competition.

ASTON SWEDEN does not accept bribery.

In respect of human and labour rights the specific requirements of this code of conduct are based on the eight core conventions defined in the ILO Declaration on the Fundamental Principles of Rights at Work. We expect all suppliers to ASTON SWEDEN provide a safe and healthy working environment for all their employees.

Employees must have freedom of association and the right to collective bargaining consistent with applicable laws. Employees must be treated within the applicable national or local laws regarding employment.

Working hours should be mutually agreed upon between the company and the employees. In companies where an organized labour union exists working hours should be defined through the collective bargaining process.

ASTON SWEDEN believes that working hours should not exceed 60 hours including regular overtime a week.

ASTON SWEDEN believes that all children have the right to a childhood and an education. Suppliers must ensure that no person shall be employed at an age younger than 15 or younger than the age of completing compulsory education.

Where national law permits, workers of 12 to 15 of age may undertake light work a few hours a day provided it is not likely to be harmful to their physical or mental health and development or to prejudice their attendance at school.

This Code of Conduct applies to part-time and full-time employees; adults and children.

ASTON SWEDEN will not conduct business with suppliers who discriminate.

ASTON SWEDEN will not conduct business with suppliers who use forced or involuntary labour.

1) Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87) Forced Labour Convention, 1930 (No. 29) Discrimination (Employment and Occupation) Convention, 1958 (No. 111) Minimum Age Convention, 1973 (No. 138) Right to Organize and Collective Bargaining Convention, 1949 (No. 98) Abolition of Forced Labour Convention, 1957 (No. 105) Equal Remuneration Convention, 1951 (No. 100) Worst Forms of Child Labour Convention, 1999 (No. 182)



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