

GRAD-EXPORT[®]

since 1992.

PRODUCTION OF DECORATIVE PANELS

CODE OF CONDUCT FOR SUPPLIERS





Introduction

The global community increasingly demands that companies behave responsibly towards society, the environment and employees. We firmly believe that we should behave responsibly towards the world around us, which includes society in general, beyond the requirements of laws and regulations. The purpose of this Code of Conduct for Suppliers is to ensure that all GRAD-EXPORT products are manufactured in a manner that characterizes a company that acts responsibly towards all stakeholders, including our supply chain. We aim to establish long-term, mutually beneficial relationships with our suppliers. The intention is to encourage a commitment to responsible manufacturing. Grad-export supports the guidelines and recommendations of the World Trade Organization (WTO) and will therefore give priority to suppliers from member countries.

General Requirements

All suppliers of materials and components must comply with local laws and regulations in the countries in which they operate. All suppliers must act in accordance with national and international legislation and competition regulations and must follow the WTO legal fundamental rules for international trade in order to achieve open, fair and undistorted competition.

Anti-corruption

We expect our suppliers not to engage in any form of corrupt practices, including bribery, extortion or money laundering, either directly or indirectly. This means that a supplier must never, directly or through an intermediary, accept or offer a bribe. We expect suppliers to maintain appropriate procedures to prevent employees, suppliers, etc. from engaging in any illegal conduct related to corruption.

Human rights and working conditions

Employees must be treated in accordance with applicable national or local laws regarding employment. Working hours should be agreed between the company and the employee. Grad-export believes that working hours should not exceed 48 hours including regular overtime per week. Grad-export believes that all children have the right to childhood and education. Suppliers must ensure that no person under the age of 15 or under the age for completing compulsory education is employed. Grad-export will not do business with suppliers who discriminate on the basis of gender, social or ethnic origin, nationality, religion, age, disability or other distinguishing characteristics. We expect our suppliers to respect employees' right to privacy when collecting or storing personal data or implementing employee monitoring practices.

Environment

Grad-export encourages its suppliers to systematically work on improving environmental conditions and reducing resource consumption, and to strive to reduce negative impacts on the environment. All suppliers must comply with local environmental laws. This includes, among other things, compliance with REACH (Registration, Evaluation and Authorization of Chemicals) and RoHS (Restriction of Hazardous Substances).