

## Working with us

### SEKAB CODE OF CONDUCT

*At Sekab, we work with others who share our ambition to achieve the necessary industrial development for a sustainable world. We are building our success through strategic collaborations with world-leading players. Naturally, these collaborations must comply with our high ethical standards and code of conduct, which is based on the UN Global Compact.*

We encourage customers and suppliers to establish their own guidelines and codes of conduct. Our minimum requirement is for Sekab's suppliers to comply with the content of this document and to ensure it is available to all suppliers of goods or services in their own value chain. If a supplier deviates from it severely, this puts our business relationship in jeopardy.

We require our employees to treat customers, suppliers and other partners respectfully and professionally. Naturally, we expect the same in return.



HUMAN RIGHTS



LABOR



ENVIRONMENT



ANTI-CORRUPTION

The Global Compact is a strategic policy initiative for companies that have committed in their business and strategy to apply the ten generally accepted principles in the areas of:

- **Human Rights**, principles 1–2
- **Labor**, principles 3–6
- **Environment**, principles 7–9
- **Anti-Corruption**, principle 10

*Read more!*

[unglobalcompact.org](http://unglobalcompact.org)





## Human Rights

We believe that human rights are a matter of course, and we require our business partners to acknowledge and comply with the principles of the UN General Declaration on them. Sekab does not accept forced or child labor in any form and complies with the principles regarding them as defined in the Global Compact.

We actively work to promote equal opportunities at work and have zero tolerance for discrimination, in accordance with our gender equality and diversity policy. All individuals are different and we consider differences to be a strength and a factor for success. We want our customers, suppliers and other partners to respect and share these values.



## Labor

Our expectation is that anyone who works with us respects employees' rights to freedom of association and union representation, and to collective agreements. All of our suppliers should also proactively handle health and safety risks, and comply with applicable labor legislation and internationally established labor standards.



## Environment

Our ambition for the environmental area reaches beyond our own organization's activities. Simply put, organic sustainability permeates everything we do! As a leader in green chemical production, we follow the precautionary principle in accordance with the UN Global Compact and always allocate resources to comply with the applicable legislation and rules regarding health, safety and the environment – as well as our own ambition to always be better. We want to collaborate with like-minded players that are driving the conversion. We therefore prioritize suppliers who are up to date, comply with national legislation in the country in which they are active, and work proactively and systematically for a sustainable environment.



## Anti-Corruption

We expect that together, we will create our business relationships with transparency, good business ethics, and without personal profit. Sekab's position on fraud, bribery, corruption, restriction on competition, and extortion is clear – we have zero tolerance. We neither give nor receive personal gifts or hospitality that may have undue influence on decision-making processes, but rather behave pursuant to what is accepted according to applicable laws and ordinances.