

**Code of Conduct on Human Rights and Fair labour practices**

1. Child labour

The Company does not employ children under the legal age of employment in any country or local jurisdiction. Workers under the age of 18 shall perform work in accordance with legal requirements in respect of working time and working conditions etc. and subject to any requirement regarding education or training.

2. Forced labour

The Company does not use any form of forced, bonded or involuntary labour. Workers are allowed to maintain control over their identification documents (i.e. passports, work permits or any other personal legal documents). The Company ensures workers do not pay fees or make any payment connected to obtaining employment throughout the hiring process and the employment period. The Company is responsible for payment of all fees and expenses relating to workers where legally required. Disciplinary policies and procedures are clearly defined and communicated to workers in writing.

3. Compensation and Working Hours

The Company complies with all applicable national laws and mandatory industry standards regarding working hours, wages and benefits. Workers are paid in a timely manner and clearly conveys the basis on which workers are being paid.

Deductions from wages as a disciplinary measure are not allowed where not legally permitted.

4. Freedom of Association and Collective Bargaining

The Company's employees are free to join or not join a union/employee representation of their choice, free from threat or intimidation. The Company recognizes and respects the right to collectively bargain in accordance with applicable laws.

5. Diversity

The Company promotes an inclusive work environment that values the diversity of all its employees. It does not discriminate or tolerate discrimination with respect to gender, race, religion, age, disability, sexual orientation, national origin or any other characteristic protected under law.