

Code of Conduct Spray Master AB

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Table of contents	
Introduction.....	2
Vision.....	3
Code of Conduct.....	4-5



Introduction

The issues surrounding a social and sustainable business are key, not least on the markets operated by Spray Master.

These issues play an increasingly important part for the competitiveness and profitability of a business. Spray Master's Code of Conduct has been drawn up to support a social and sustainable business.

We also rely on our various stakeholders to put their trust in us. It is only through this trust that we can continue to be a successful company and have the capability to make an impact.

This Code of Conduct relates in particular to environmental management, human rights, matters concerning the workplace environment and employment law as well as anti-corruption.

Our values should permeate our corporate culture and help us to act with a united approach. This Code of Conduct should provide further guidance for us in our work and our business relations.

Our Code of Conduct clarifies how we as a company should conduct ourselves as business partners, employers and in society, and how we should run our business in an ethically, socially and environmentally correct way.



Vision

Spray Master's aim is to be the leading company within its area of business, and to market, sell and distribute technical aerosols, accessories and associated products of a quality and with a level of service that meets or surpasses the customer's requirements and expectations.

Spray Master aims to be the first choice of customers, business partners and staff, to lead development and innovation in our sphere of industry, and to be the best at combining profitable business with a serious responsibility for health and the environment.

For us to be able to offer high-quality products with minimum impact on health and the environment, we shall endeavour to create products that are more effective and hence require less to achieve the same or a better result. We shall also work continuously to phase out content that is harmful to the environment.

Spray Master also aims to be visionary and predict trends and development, in order to develop the company in line with its vision, and continuously offer a product and service portfolio that is up to date and attractive to the market.

Quality, service and the environment are important factors for success. By being the best in these things, we create an absolute added value, thereby strengthening our ability to make an impact.

Code of Conduct

The principles that are included in the company's Code of Conduct are, among other things, the 10 principles included in the Global Compact. The principles are based on the UN Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Rio Declaration and the UN Convention against Corruption.

Human Rights.

We respect international human rights and shall ensure that we do not infringe them, and as far as we are able, that suppliers and partners do not infringe them either.

Working Conditions

Employees enjoy freedom of association and are at liberty to be members, or not to be members, of trade union organisations or employee organisations, and to negotiate collectively.

Forced Labour

Forced labour or compulsory labour, must not be applied and staff are free to terminate their employment after giving a reasonable period of notice, in accordance with national law or an agreement. Staff are not required to make a monetary deposit or provide their employer with identity documents.

Conditions of Employment

Staff have clear conditions of employment, with wage and other conditions that are fair and reasonable, and which, as a minimum, fulfil the strictest national requirements and industry standards. Working hours comply with national legislation.

Child Labour

Child labour is prohibited. Child labour refers to work of such nature and scope that it hinders the child's personal development, including the development of a child's health, or his/her physical, mental, spiritual, moral or social development, according to the description given in Article 32 of the UN Convention on the Rights of the Child.

Discrimination.

Staff are treated with respect and dignity. Corporal punishment, physical or verbal harassment and any form of threat or intimidation is forbidden and perpetrators will be prosecuted.

All forms of discrimination based on bias or prejudice are forbidden and perpetrators will be prosecuted. These include discrimination on the basis of race, skin colour, gender, sexual orientation, marital status, pregnancy, parenthood, religion, political persuasion, nationality, ethnic background, social origin, social status, disability, age, trade union membership and any other characteristic or status that is protected by applicable local laws.

Employees with the same qualifications, experience and achievements receive equal pay for equal work in relation to others doing the same work under similar working conditions.

The Working Environment.

A healthy and safe working environment is provided for all staff, in accordance with international standards and national laws.

Staff are provided with the relevant information and suitable training regarding health and safety. Safety includes, for example, clearly marked and unimpeded exits, emergency exits and escape routes, regularly tested fire alarms, regular fire drills, first-aid equipment, the safe and correct handling and marking of chemicals, machinery and work processes.

The Environment.

Finite resources are used responsibly and carefully. Working methods and procedures that reduce any strain on the environment in connection with the business are favoured. The innovative development of products and services that bring environmental and social benefits is promoted.

Anti-corruption.

No form of extortion or bribery, including the improper proposal of payments to or from employees or organisations is tolerated.