

Ledningssystem		
Dokumentnamn	Datum	Ersätter
Supplier Code of conduct	2023-01-02	
	Upprättad av	Fastställd av
	Christian Berggren	Christian Berggren

Introduction

NP Produkter's goal is to be the preferred partner for our customers and suppliers in the purchase and distribution of fasteners and mechanical components. To achieve this, we strive to ensure customer satisfaction, maintain a high level of employee commitment, and foster sustainable and profitable growth. NP Produkter is dedicated to environmental sustainability and takes clear economic and social responsibility for our development.

Our commitment to ethical business practices and corporate responsibility is fundamental to who we are. We believe that integrity, respect, and transparency are the cornerstones of our relationships with our customers, suppliers, employees, and the communities we serve.

This Code of Conduct outlines important principles and guidelines that define who we are and how we wish to be perceived. It serves as a framework for our daily actions and decisions, ensuring that we uphold the highest standards of conduct in all aspects of our operations. This policy applies to all employees, suppliers, and partners and does not replace existing laws. In case of any conflict, legal requirements take precedence.

Our Code of Conduct is based on the following:

- United Nations Universal Declaration of Human Rights
- Swedish laws and practices
- ISO 14001 and 9001 standards
- NP Produkter policies

By adhering to these principles, we aim to build long-term, stable, and ethical business relationships, contributing positively to society and the environment. We expect all employees and business partners to understand, embrace, and implement these values in their daily operations.

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Implementation

The CEO of NP Produkter holds the overall responsibility for implementing and ensuring that both our employees and suppliers understand and adhere to our Code of Conduct. This responsibility includes regular communication, training, and monitoring to ensure comprehensive understanding and compliance across all levels.

Through this Supplier Code of Conduct, we aim to clearly communicate our expectations to our suppliers, urging them to respect and operate according to our standards as if they were their own. This includes adherence to internationally recognized standards on Human Rights, Labor Rights, Environmental Protection, and Anti-corruption. By agreeing to our Code of Conduct, suppliers commit to following and ensuring compliance with NP Produkter's standards.

Business ethics

Our daily actions are always characterized by responsibility and respect for our customers, suppliers, business partners, and the society in which we operate. Ethical and good business practices are essential for our development, profitability, and ability to attract competent staff. We strive to convince our business partners with commercial arguments and aim to develop long-term, stable business relationships with our customers, suppliers, and partners.

Suppliers that NP Produkter conducts business with must not use illegal payments, bribes, kickbacks, or other questionable inducements to influence any business transaction. NP Produkter specifically prohibits bribery by any of its employees. Even if a practice that conflicts with this policy might be considered acceptable in a particular country, it is not acceptable to NP Produkter.

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Child labor

NP Produkter respects children's rights to development and education and strictly prohibits the use of child labor. Suppliers must ensure that no employee is younger than the legally fixed age for employment. The minimum age for employment is the age of completion of compulsory schooling, but not younger than 15 years. Suppliers are expected to abide by Article 32 of the United Nations Convention on the Rights of the Child and comply with all relevant national and international laws, regulations, and provisions applicable in their country of production or operations.

If it is discovered that a child is involved in the production of products, the supplier must act in the best interests of the child. The supplier is expected to collaborate with relevant parties to reach a satisfactory solution that improves the situation of the individual child.

NP Produkter also expects its suppliers and partners not to use any form of forced labor or work associated with any form of punishment.

Freedom of association

Suppliers are obligated to uphold the right of employees to freely join any organized associations of their choosing and to engage in collective bargaining, as permitted by local laws and regulations. This includes a commitment to recognize and respect legitimate trade unions and their representatives.

Equally important is the respect for an employee's right to refrain from joining a union. NP Produkter insists that its suppliers foster an environment where employees can exercise these rights without fear of harassment, retaliation, or any form of reprisal.

Moreover, suppliers must adhere to all applicable laws, agreements, and industry standards concerning working hours and compensation. This commitment ensures that employees' rights are protected and that ethical labor practices are maintained.

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Alcohol and/or drug abuse

NP Produkter is committed to creating a safe and secure workplace and maintains a zero-tolerance policy for alcohol and drug use during working hours. Individuals under the influence of alcohol or drugs are not permitted on company premises. This policy aims to prevent ill health, accidents, and misuse, while also providing support and rehabilitation if necessary.

Discrimination, harassment and diversity

Suppliers are expected to actively promote and value diversity and gender equality among their employees. NP Produkter strictly prohibits any form of discrimination or harassment based on race, religion, gender, sexual orientation, age, national origin, disability, or any other characteristic protected by law.

We uphold a commitment to human dignity and the respect for each individual's unique and equal value. This includes fostering an inclusive work environment where all employees feel respected and valued. We expect our business partners to adhere to and actively support this vision by implementing similar policies within their organizations.

Furthermore, suppliers must ensure that their workplace policies and practices are in full compliance with applicable local and international laws regarding discrimination and harassment.

Conflict minerals, REACH and RoHS

NP Produkter is committed to adhering to all applicable laws and regulations regarding the handling of conflict minerals. Conflict minerals are those sourced from high-risk and conflict-affected areas, whose extraction and trade may contribute directly or indirectly to the financing of armed groups involved in severe human rights abuses.



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Goods delivered to NP Produkter must comply with the requirements set forth by relevant laws and regulations on conflict minerals, including the United States Dodd-Frank Act, Section 1502. NP Produkter requires its suppliers to identify and disclose, upon request, the source of 3TG minerals (tin, tantalum, tungsten, and gold) used in the supplied products.

Additionally, NP Produkter ensures compliance with the European Union's REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) and RoHS (Restriction of Hazardous Substances) directives. Suppliers must ensure that their products meet all relevant REACH and RoHS requirements, guaranteeing the safe handling and use of chemicals and restricting the use of specific hazardous substances in electrical and electronic equipment.

Health and safety

Suppliers are required to maintain a safe and healthy working environment for all employees, adhering to international standards and national legislation. Suppliers must provide appropriate information and training on health and safety to their employees to ensure awareness and compliance.

Any risks that could lead to accidents or adverse health effects must be promptly addressed. All employees should be informed of safety measures, including the locations and proper use of emergency exits, fire extinguishers, first aid equipment, and other safety protocols.

In cases where the supplier provides accommodation for its employees, such accommodations must, at a minimum, be clean, safe, and meet the basic needs of the employees.

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Environment and quality

All suppliers to NP Produkter are expected to proactively address environmental challenges, undertake initiatives to promote greater environmental responsibility, and encourage the development and dissemination of environmentally friendly technologies. Supplier actions should be guided by relevant national and international laws, regulations, and standards pertaining to environmental protection.

Suppliers must minimize their environmental impact and continuously strive to improve their environmental performance. This includes adopting practices that reduce waste, conserve resources, mitigate pollution, and enhance energy efficiency. Suppliers should also regularly review and assess their environmental policies and procedures to ensure ongoing improvement.

Furthermore, NP Produkter expects all suppliers to be certified according to ISO 9001 and ISO 14001, or equivalent quality and environmental management systems. This certification demonstrates a commitment to high standards of quality management and environmental stewardship.

In addition, suppliers should establish clear accountability mechanisms to monitor and report on their environmental performance. Regular training and awareness programs for employees regarding environmental practices and responsibilities are also essential.

By adhering to these principles, suppliers contribute to a sustainable future and support NP Produkter in its commitment to environmental excellence and quality assurance.

Historik

Datum	Ändringar	Av	Godk