



Suzuki Garphyttan

Social Policy for Suzuki Garphyttan Group

Suzuki Garphyttan's Social Policy guides us in our legal and ethical responsibilities to achieve and maintain the highest of business standards. As employees and representatives of Suzuki Garphyttan, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Openness and honesty should define our workplace. Our employees should feel as if they can raise any concern(s) in regards to potential violations of the Groups policies and practices without fear of being harassed, discriminated or retaliated against. We also encourage and expect our suppliers, sales agents, consultants and other business partners to respect, adopt and promote similar principles as well.

Suzuki Garphyttan in Society

We will continue contributing to improving economic, environmental and social conditions by keeping an open dialogue with relevant interest groups in the societies where Suzuki Garphyttan operates.

Human rights

We support and respect the protection of international laws in regards to human rights. We will continue to ensure that minors are protected in a satisfactory manner and as a basic principle, refrain from employing children or supporting child labor unless it occurs in a government-approved training program for young people, e.g. practical work experience and/or internship.

Freedom of contract

We will continue to ensure that all employees are employed of their own free will.

Health and safety

We will continue to provide a safe work environment at all our sites, and take measures to prevent accidents and occupational injuries by minimizing risks in the work place.

Equal opportunity

We are an equal opportunity employer and will continue to ensure equal rights for all employees. We do not allow any form of discrimination. Discrimination prohibited by law are for instance age, disability, equal pay/compensation, genetic information, harassment, national origin, pregnancy, race/color, religion, retaliation, sex, sexual harassment.

Suppliers

We will continue to use appropriate methods to assess and choose suppliers based on their ability to meet the requirements of Suzuki Garphyttan's Social Policy and on other social standards. Their ability to comply with these requirements will be continually assessed.

Business ethics

We will continue to apply high standards in terms of business ethics and integrity, and support the efforts of national and international organizations to establish and maintain strict ethical standards for all companies.

Purchase of Sexual Services

Suzuki Garphyttan is against all forms of sexual exploitation which include but is not limited to purchase of sexual services. Purchase of sexual services may support human trafficking, which is illegal and a violation of human rights. When on assignment or business trip representing Suzuki Garphyttan, purchase of sexual services is prohibited.

Any violations of this Policy may be submitted anonymously and confidentially to the local Human Resources-office, the CFO or the CEO of Suzuki Garphyttan AB according to Suzuki Garphyttan's Whistleblowing Policy. There shall be no retaliation or other negative consequences for individuals reporting in good faith.

Garphyttan, 2018-08-31
Suzuki Garphyttan AB

Ad Raatgeep
CEO