

Liljas Plast Groups Code of Conduct

Our Values

Responsibility - Quality – Reliability

Implementation

This Code of conduct has been established to clarify Liljas Plast Group's principles of behavior toward employees, business partners, suppliers, and other stakeholders. Furthermore, the Code of Conduct is expected to yield a more sustainable social development.

Liljas Plast Group expects that suppliers, retailers, consultants, and other business partners in the business network follow and endorse these principles. The principles in this document should be applied in the evaluation of potential and currently existing strategic suppliers.

Liljas Plast Group communicates the Code of Conduct to new employees and informs them that behavior which is not in line with these principles must be reported. Expressed or unexpressed approval of questionable actions will not be tolerated. Disciplinary action may be taken if the terms of this Code of Conduct are not complied with.

This Code of conduct has been approved by Liljas Plast Group's board and can only be altered or invalidated by them. Future alterations or invalidations must be made public.

Ethical behavior

Liljas Plast Group expects and demands that all employees perform their tasks at a high ethical standard. Liljas Plast Group encourages all employees to report incidents of unethical behavior with support from the Whistleblower law 2021:890. Report should primarily be made to the closest supervisor, to the CEO secondly and lastly to the president of the board.

Principles of business

We must always follow the applicable laws and regulations in the countries in which the company operates. Relationships with business partners must be defined with honesty and fairness. All financial transactions must be reported in accordance with generally accepted accounting principles.

Private actions and external activities as well as financial interests must be managed in a way that does not conflict or appear to conflict with the interests of Liljas Plast Group. If a conflict of interest occurs, the person affected by the conflict must immediately report to their closest supervisor.

We will be neutral regarding political candidates and parties. Neither names nor assets belonging to the company may be used to benefit political parties or candidates. We will encourage an open dialogue with our stakeholders.

Environment

We will ensure that raw materials and energy are used efficiently in processes and products. Our waste and residual products must be minimized during the products' life cycles, and we will aim for a reduced climate footprint.

To avoid unnecessary risks, we will apply the precautionary principle by opting out materials and methods that could entail environmental and health risks.

We will systematically follow up on our environmental goals.

Human rights

We believe in human equality. We will support, respect, and protect international principles of human rights to the extent that we can and make sure that Liljas Plast Group does not contribute to crimes against human rights.

We will employ and treat all personnel in a way that does not discriminate on gender, race, religion, age, disabilities, sexual orientation, nationality, political standpoints, or social and ethnical origin.

We do not tolerate any form of forced or child labour. The minimum age of employment is in relation to the age where compulsory education ends. We encourage all types of internships, apprentice- and trainee programs during the time of education.

Participations in trade unions will be respected in all our operations. Our terms of employment will not undercut national or local legislation. Our signed collective agreements will be respected and followed. The regulated working hours and minimum wage will comply with national laws.

Work environment

We will ensure a physically and psychosocially secure and healthy work environment for all our employees. Our workplace, machines and equipment will be safe and without risks. Alcohol and drug use are not permitted during working hours.

Employees will have training in health and safety for possible evacuations or accidents. Everyone should feel involved and be able to influence the safety of our workplace. Our fire safety regulations must be strictly followed. Our chemicals must be registered, risk assessed and then communicated to the personnel.

Anti-corruption

We will work against corruption in all its forms including extortion and bribery.

Social media

You are always personally responsible for your behavior on social media regardless of whether the publication took place in your capacity as an employee or privately.

Spreading information that is harmful to Liljas Plast Group may breach the loyalty section in your employment contract. If this is not complied with, disciplinary actions may be taken.

GDPR

The Data protection regulation will be complied with and give individuals increased protection and control over their personal data in a digital world.