

# Code of Conduct

Members shall operate in compliance with this Code of Conduct, the applicable laws, rules and regulations of the countries in which it operates and also encourage their suppliers to do likewise. In respect of this Code of Conduct, members of the Swedish Consumer Electronics Association are responsible for how their company acts, regarding products and product categories of which the association covers.

## *Payment*

Our members respect the right of workers to receive fair remuneration. Wages, including overtime and benefits as applicable, shall equal or exceed the level required by applicable laws, regulations and/or collective bargaining agreements.

## *Child labour*

There shall be no use of child labour. Our members do not hire any worker below the legal minimum age and provides protection to any workers that are not yet adults.

## *Working hours*

Our members observe the law regarding hours of work and workers shall be hired on the basis of documented contracts according to the law.

## *Discrimination*

Our members provide equal opportunities and do not discriminate against workers. Employees shall not be subject to corporal punishment or to physical, sexual, psychological or verbal harassment or abuse.

## *Safety*

Our members ensure safe and healthy working conditions and take necessary measures to eliminate or reduce risks for its employees in the workplace.

## *Forced labour*

Our members do not engage in any form of forced, trafficked or non-voluntary labour.

## *Collective Bargaining*

Our members respect the right of workers to form unions or other kinds of worker's associations and to engage in collective bargaining in accordance with local law.



## Environment

The use of resources and generation of waste of all types, including, air, water and energy, should be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials. Reducing waste reduces the amount of raw materials needed to manufacture a product, and reduces the cost and risk of having to manage the storage, treatment and disposal of waste.

Chemicals and other materials posing a hazard if released to the environment should be identified and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.

Members are to adhere to all applicable laws and regulations regarding prohibition or restriction of specific substances in products and manufacturing, including labelling for recycling and disposal.

Members should aim to manage the potential impact on the environment or biodiversity regarding the land use, soil and groundwater.

Members should look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

Members should look for methods to secure environmental friendly transportations.

Conflict minerals are a global problem. Members recognize that mineral wealth can help support much-needed development in some of the world's poorest and most fragile states. But this is only possible if companies act responsibly. Members should strongly encourage their suppliers to ensure that they are doing everything they can to prevent conflict minerals entering global markets.