

AAK Group Policy: Corporate Social Responsibility

AAK supports in its actions the ten principles of United Nations Global Compact in the areas of human and labour rights, environment and anti-corruption, and we perceive the principles as a powerful platform for our activities within sustainability.

AAK will integrate social and environmental concerns into our business operations and in our interaction with our stakeholders. We will use our resources in order of priority based on risk assessment and sphere of influence.

Human rights

We support and respect the protection of internationally proclaimed human rights and constantly supervise within our sphere of influence that we are not complicit in human rights abuse.

Freedom of association

We respect the freedom of association and the right to collective bargaining.

Forced labour

We do not accept any form of forced labour such as bonded labour, prison labour, slavery, human trafficking or retention of important personal documents of employees.

Child labour and young workers

We cannot accept the employment of children. The minimum age of employment shall not be less than the age of completion of compulsory schooling and in any case not less than 15 years (14 years in some developing countries).

Where national law permits it, children between the age of 12 and 15 may perform a few hours of light work per day. The work must not interfere with the children's education.

For young workers below the age of 18 special precautions are taken to protect them against accidents and damage to their health.

Discrimination

We will not engage in or support any form of discrimination in hiring and employment practices. Employment related decisions shall be based on relevant and objective criteria.

Working hours

We comply with all applicable local and national standards on working hours and overtime.

Remuneration

We comply at least with local and international legal minimum standards concerning wages and benefits including compensation for overtime. The size of wages enables workers to meet basic needs.

Notification

We give fair notice to employees of significant changes that could substantially affect them.

Working environment

We strive to offer a safe working environment for all employees. Adequate health and safety procedures are implemented. As a minimum, we comply with all local and national health and safety legislation in the countries in which we operate.

Workplace violence

We protect employees in the working place against physical, verbal, sexual or psychological harassment, abuse or threats.

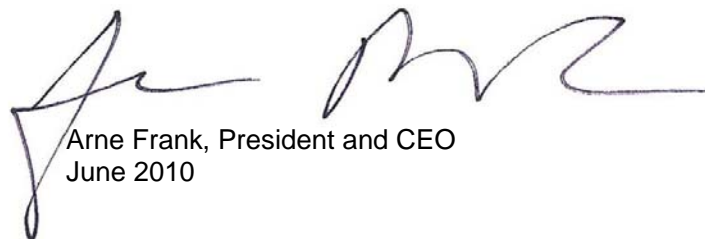
Environment

We strive to minimise the environmental impact of our activities through responsible management, widespread environmental awareness and the use of technologies with low environmental impact. We recognise that prevention rather than cure is a more cost-effective approach to avoid environmental damage.

Corruption

Our businesses should work against corruption in all its forms, including extortion and bribery.

Yours faithfully
AarhusKarlshamn AB (publ.)



Arne Frank, President and CEO
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