



BABYBJÖRN CODE OF CONDUCT

BabyBjörn AB engages suppliers and subcontractors around the world, and we recognise the responsibility for the conditions under which our products are manufactured. This Code of Conduct should be the instrument and the supplier is responsible to report any divergencies.

The supplier shall guarantee that all employees have the right to report any breaches (violations) of this Code of Conduct without any personal retributions. Please see BABYBJÖRN contact details below. All our suppliers and subcontractors are committed to follow these demands regarding working environment and refusal to accept child labour.

Our staff regularly visit the factories but we also keep the right to do unannounced visits, sometimes made by independent institutes to make sure that no fundamental rules are violated.

It is of utmost importance that the supplier, as well as their sub-contractors, certify that they comply with this Code of Conduct. If these requirements are violated BABYBJÖRN has the right to terminate the co-operation.

This document shall be well displayed in the working site in the local language and all employees should be educated about it.

LEGAL REQUIREMENTS

All suppliers must as a rule follow the national laws in the country of operation as well as international standards drawn by ILO and UNICEF. Therefore under all headings in this document the ILO convention is non-negotiable.

CHILD LABOUR

Our supplier must have a prohibition of child labour without exemption. Our criterions are completely based on the UN Convention on The Rights of the Child and the ILO convention No 138 and 182.

ANTI-CORRUPTION

All suppliers should work against corruption in all its forms, including extortion and bribery.

COMPENSATION

Wages shall be promptly and without any middleman paid to the employee. They should exceed the legal minimum according to local legislation.

WORKING HOURS

Working hours shall not exceed the legal maximum according to national law. National legislation regarding paid leave and vacation shall be observed. Overtime is voluntary and shall be paid at a premium rate.

HEALTH AND SAFETY

The physical and psychosocial working environment shall be safe and sound. Workplaces, machinery and equipment must be safe and without risk when appropriate measures of protection are taken. Free protective clothing and protective equipment shall be provided to employees when needed.

Fire safety regulations must be strictly followed and continuously checked. All work places containing chemicals must have proper protection equipment. The employees should have adequate education with regards to fire hazards and chemical treatment.

Employees shall have appropriate training in occupational safety and health, as well as measures to deal with emergencies and accidents. Workers and their organisations shall be consulted on aspects of occupational safety and health.



FORCED LABOUR

Forced or compulsory labour whatsoever is not allowed, as well as situations where employees are in debt bondage to the supplier. Any work that has not been offered voluntarily is forbidden. We follow the ILO convention No 29 and 105.

PUNISHMENT

No disciplinary punishments are allowed under any circumstances.

RIGHT TO ORGANISE AND COLLECTIVE BARGAINING

Employees are free to independently exercise the right to organise and join worker's organisations. Negotiations regarding terms and conditions of employment by workers should be accepted, worker's organisations shall also be allowed as well as collective bargaining.

DISCRIMINATION

Workers have equal access to employment, equal terms and conditions and equal remuneration for work of equal value. The suppliers shall respect the equality of opportunity and treatment in employment without any discrimination, distinction, exclusion or preference based upon sex, age, race, colour, religion, nationality, political opinion, sexual orientation or social origin.

SECURITY OF EMPLOYMENT

The policy of employment contracts formulated and signed in the local language shall be exercised. Long-term contracts should be attained to the longest possible extent. Notice period for employee's termination of employment contracts shall be at least same as the notice period for the supplier.

SOCIAL SECURITY

The employer shall guarantee that all employees are covered by (if available) appropriate insurance with regard to invalidity, injury and pension. Employees who are injured at work shall be compensated for loss of income.

ENVIRONMENT

All suppliers shall as a principle work continuously to minimize the environmental impact. The suppliers should also take initiatives to promote a greater environmental responsibility and encourage development of environmentally friendly production, technique and logistics.

Place and date _____ Place and date _____

Company _____ Company _____

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