

Code of Conduct

Natumin Pharma - Swedish Quality of Life

Quality of Life - Company Policy

Natumin Pharma is an innovative research and development company with a mission to deliver improved quality of life through unique health care products.

We are aware of our corporate social responsibility and we aim to satisfy all stakeholder requirements and needs, thereby running a sustainable business regarding economical, social, ethical and environmental aspects.



Clear communication, responsive management and joint responsibility are keywords for internal and external collaborations. Additionally, we are professional, open, honest and loyal. This allows for quick decision-making and continuous improvement of the company.

We manage an injury-free business, in which we pay attention to and effectively address the hazards and risks of illness at work. We want our employees to feel good at work, physically as well as psychologically and socially.

We work actively with corrective and preventive actions, and we commit to comply with applicable laws and regulations often seeking to exceed these. This is in order to assure products that fulfill the user demands on safety and quality.

We follow up our environmental impact on a regular basis and new products are designed and components chosen in ways that are environmentally beneficial.

Natumin Pharma's keywords are "Quality of Life" - for all our stakeholders.

INTRODUCTION

Natumin Pharma is aware of its corporate social responsibility and the objective is to combine sound business operations with social, ethical and environmental responsibility. Based on this commitment, we have set up the Natumin Pharma Code of Conduct to make our position clear for all stakeholders such as suppliers, staff and other relevant partners. Our overall goal is to encourage respect for human and labour rights as well as environmental protection both within the company and with our external partners.

Our Code of Conduct contains internationally recognised requirements on human rights, labour rights, as well as environmental ones. Companies supplying Natumin Pharma with products or services shall comply with the Natumin Pharma Code of Conduct. Natumin Pharma also expects all suppliers to ensure that their own suppliers of both goods and services are in compliance with our Code of Conduct.

In some cases, political or cultural circumstances may make it difficult to comply with certain standards or to obtain the identities of or contact with all subcontractors. In such cases, Natumin Pharma will be open to discuss an alternative approach.

LEGAL REQUIREMENTS

As a general rule, the supplier and the subcontractor must follow their respective national laws. Should the provisions of national law and the requirement of our Code of Conduct differ, the highest standard shall apply.

BUSINESS ETHICS

Business shall be conducted ethically without bribery, corruption or any type of fraudulent business practice. Always be aware of applicable laws and client's requirements and act professional, be open, honest and loyal.

THE ETI BASE CODE

The provisions of this code constitute minimum and not maximum standards, and this code should not be used to prevent companies from exceeding these standards. Companies applying this code are expected to comply with national and other applicable law and, where the provisions of law and this Base Code address the same subject, to apply that provision which affords the greater protection.

1. Employment is freely chosen

- There is no forced, bonded or involuntary prison labour.
- Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

2. Freedom of association and the right to collective bargaining are respected

- Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
- Worker's representatives are not discriminated against and have free access to carry out their representative functions in the workplace.
- Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

3. Working conditions are safe and hygienic

- A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.
- Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- The company observing the code shall assign responsibility for health and safety to a senior management representative.

4. Child labour shall not be used

- There shall be no new recruitment of child labour.
- Companies shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child; "child" and "child labour" being defined in the appendices.
- Children and young persons under 18 shall not be employed at night or in hazardous conditions.
- These policies and procedures shall conform to the provisions of the relevant ILO standards.

5. Living wages are paid

- Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.
- All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.
- Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

6. Working hours are not excessive

- Working hours comply with national laws and benchmark industry standards, whichever affords greater protection.
- In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7 day period on average. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

7. No discrimination is practised

- There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

8. Regular employment is provided

- To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.
- Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, subcontracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

9. No harsh or inhumane treatment is allowed

- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

ENVIRONMENT

Use of Resources and Impact on the Local Community

- No form of environmental criminal activity or ruthless exploitation of resources shall take place in the local environment.
- The local environment at the production site shall not be excessively exploited or degraded by pollution. Hazardous chemicals and other harmful substances shall be carefully managed.
- In cases of conflict with local communities concerning the use of land or other natural resources, the parties shall through negotiation ensure respect for individual and collective rights to land and other resources based on common custom or tradition, including in cases where such rights have not been formally registered.
- Production and the extraction of raw materials for manufacturing shall not contribute to the destruction of the resource and income base for marginalised population groups, for example by laying claim to large land areas or other natural resources upon which such population groups depend.

National and International Environmental Legislation and Regulations

- Production shall not conflict with national or international environmental legislation and regulations.
- Procedures and standards for waste management; for handling and disposal of chemicals and other dangerous materials; and for emissions and effluent treatment shall be established and must meet or exceed minimum legal requirements.
- Environmental aspects should be taken into consideration throughout the entire value chain and shall not be limited to the company's own operations. Local, regional and global environmental issues shall be taken into account.