

Code of Conduct

Purpose

For the purpose of protecting Human Rights, promoting fair employment condition, safe working conditions, responsible management of environmental issues and high ethical standards this Code of Conduct shall be applied in the sales and supply chain of all our services. This Code of Conduct describes our intention on how to behave when we do business and how we interact with our stakeholders.

We require that our suppliers and their subcontractors comply with the Code of Conduct and similar standards to verify compliance by providing information and allowing access to their premises if needed.

In order to make this commitment clear to employees, suppliers, customers, and other stakeholders our Code of Conduct is based on United Nations global goals for sustainable development - Agenda 2030 and the United Nations Global Compact initiative, an international initiative which is supported by corporations around the world to ensure accountability.

Responsibility

It is the responsibility of all employees to follow this Code of Conduct. It is the responsibility of Managers to communicate and demonstrate the content as well as the spirit of this document within the organization, and to encourage employees to reveal behavior that may be non-compliant with this Code of Conduct. Explicit or implicit approval of questionable actions will not be tolerated.

In addition to compliance with all relevant laws, regulations and standards in all the countries in which they operate, all our units, companies and employees shall comply with the Code of Conduct even if it stipulates a higher standard than required by national laws or regulations.

Legal Compliance

We shall follow all applicable national and international relevant laws and regulations as well as local work environment and labor legislation. Corporate regulations, norms and values concerning ethical behavior shall be ensured even outside the home country, if they do not conflict with laws in other countries.



Human Rights

Within our sphere of influence, we support and respect the protection of internationally proclaimed Human Rights. We make sure that we are not complicit in human right abuses. This is also verified in our proactive work with Agenda 2030 and confirmed in the Kamic environmental policy, where both environmental, social and economic sustainability are highlighted.

Labor Standards

Employees shall be treated with respect and dignity. Freedom of Association and the right to bargain collectively shall be respected. New recruitments of employees shall be based on skills and experience. No employee or potential employee may receive less favorable treatment or consideration with regards to gender, race, religion, age, disability, sexual orientation, color, nationality, belief or political opinion, union affiliation, marital status, social or ethnic origin.

No form of forced, compulsory or child labor is tolerated. No person is employed who is below the minimum legal age for employment. Minimum age of employment is the age of completion of compulsory schooling.

Children are not employed for any hazardous work, or work that is inconsistent with the child's personal development. A child means a person below the age of 18 years, as defined in Article 1 of the United Nations Convention on the Rights of the Child.

A safe working environment which is free from discrimination, harassment and bullying shall be created for all employees. The working environment shall be entirely drugfree and no employees shall be exposed to passive smoking against his/her will.

Environment

Our goal is to ensure a clean and secure environment for current and future generations. We shall routinely audit, follow up and report our environmental performance to evaluate our work within sustainability. At a minimum we comply with all legal and international standards regarding regulations for environmental protection.

Procedures and standards for waste management, handling of hazardous and dangerous materials must meet or exceed minimum legal requirements. Finite resources shall be used responsibly and carefully and we do report the use of conflict minerals when it occurs. We shall encourage and promote innovative developments and changes in procedures that reduce any environmental burden associated with our activities.

When suitable alternatives are available a precautionary approach to environmental challenges shall be supported. Development and diffusion of environmentally friendly technologies shall be encouraged when synergy effects can be created, both internally in the company but also externally. We at Kamic assess our suppliers based on several environmental performance and build relationships with those we consider having the same environmentally friendly thinking as us. We see ourselves as a progressive and sustainable organization with high ambitions for sustainable development.



Business Ethics

Dealings with business partners are characterized by fairness. We shall not offer customers, potential customers, governments, agencies of governments or any representatives of such entities, any rewards, or benefits in violation of either applicable laws or reasonable and generally accepted business practice. We do business with good ethics and morals. The employees must not accept payments, gifts, or other kinds of reimbursement from a third party that could affect their objectivity in their business decisions.

We securely protect business information, both internally and towards our partners and suppliers. This is done with organized caution. We respect intellectual property rights and safeguard customer information; transfer of technology and know-how must be done in a manner that protects intellectual property rights.

Anti-Corruption

We do not provide illegal or unjustified benefits or advantages, nor do we accept such benefits or advantages. No form of extortion or bribery, including improper offers for payments to or from employees, or organizations are tolerated. This applies to all business relationships, including business partners and all other third parties acting on our behalf.

Safety of products and quality

We handle, sell and distribute high quality products and services which are safe and reliable. Our customer's safety is our focus. Our customers can rely on the safety, reliability and high quality of our products. Consumer satisfaction is the basis for our sustainable business success. To maintain the trust of our customers and promote safety and satisfaction, all Kamic employees are dedicated to product and service quality.

For further information about the United Nations Global Compact and its 10 principles:

<http://www.unglobalcompact.org/aboutthegc/thetenprinciples/index.htm>

For further information about the United Nations Agenda 2030 and its 17 sustainability goals:

[Transforming our world: the 2030 Agenda for Sustainable Development | Department of Economic and Social Affairs \(un.org\)](#)