



Absolicon Code of Conduct

Preamble

Absolicon Solar Collector AB is committed to conducting its business in an ethical, legal, environmentally, and socially responsible manner. We expect similar principled conduct from everyone with whom Absolicon has commercial dealings. Absolicon strives to continuously improve the sustainability of its operations and products and encourages its suppliers and customers to participate in this effort by adopting sustainable practices in their operations.

The Code is based on internationally recognized principles such as the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the International Labour Organization's fundamental conventions.

Compliance with laws and regulations

Absolicon will comply with all applicable domestic and international laws and regulations, industry standards, and all other relevant statutory requirements whichever requirements impose the highest standards of conduct.

Doing business with integrity

Absolicon will conduct their business in accordance with the highest ethical standards. Absolicon will comply with all applicable domestic and international laws and regulations, particularly concerning corruption, bribery, anti-trust/ competition, intellectual property, and conflicts of interest.

Anti-Corruption/Anti-Bribery: Absolicon will not, directly, or indirectly, engage in any act of corruption, extortion or embezzlement, nor in any form of bribery. This includes but is not limited to the promising, offering, giving or accepting of any improper monetary or other incentive such as bribes, unreasonable business entertaining and gifts as well as kickbacks.

Anti-Trust/Free Competition: Absolicon will commit to the principle of free competition and not engage in collusive bidding, price fixing, price discrimination, or other unfair trade practices.

Intellectual Property

Absolicon will respect the intellectual property of others. Absolicon will take appropriate steps to safeguard and maintain confidential and proprietary information or trade secrets of its business partners and use such information only for the purposes authorized in contractual agreements.

Social and working conditions

Absolicon will recognize and be committed to upholding the human rights of their employees and treat them with dignity and respect as understood by the international community.

Freely Chosen Employment: Absolicon will not, under any circumstances, use forced, bonded or indentured labor or involuntary prison labor. Employment is voluntary.

Child Labor Avoidance: Absolicon will not, under any circumstances, use child labor as defined by ILO and United Nations Convention and/or national law, whichever is more stringent.

Compensation: Absolicon will comply with all applicable laws, regulations and industry standards concerning wages and benefits. Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards, or comply with legally binding, freely negotiated collective bargaining agreements, whichever is higher. They should always be sufficient to meet basic needs of workers and their families. Deductions from wages as a disciplinary measure shall not be permitted unless authorized by applicable law and by a freely negotiated collective bargaining agreement in force.

Working Hours: Absolicon will comply with all applicable laws, regulations and industry standards on working hours. Unless applicable laws, regulations or industry standards are more restrictive, the maximum working hours in a week shall not, on a regular basis, exceed 48 hours and the maximum allowable overtime hours in a week shall not exceed 12 hours. Overtime shall be on a voluntary basis and employees shall be provided with at least one day off for every 7 day period, unless exceptions defined by law or a freely negotiated collective bargaining agreement apply.

Non-Discrimination: Absolicon will strictly adhere to all applicable laws and regulations prohibiting discrimination in hiring and employment on the grounds of gender, age, religion, political opinion, union affiliation, health condition, national or social origin, sexual orientation, ethnicity or colour or other basis prohibited by law.

Harassment, Abuse and Disciplinary Practices: Absolicon will not engage in physical, mental, verbal, sexual or any other abuse, inhumane or degrading treatment, corporal punishment or any form of intimidation. Absolicon will comply with local laws and regulations on disciplinary practices.

Freedom of Association and Collective Bargaining: Absolicon will respect the rights of employees to form and join trade unions and bargain collectively. If Absolicon operate in a country where these rights are impaired by the law, they shall allow their employees to freely elect their own representatives which can enter into dialogue with Absolicon about working conditions.

Health and Safety: Absolicon will provide their employees with a safe and healthy workplace in compliance with all applicable laws, regulations and industry standards, especially with view to building safety, housing conditions, electrical installations, machine safeguarding and personal protective equipment. Absolicon will involve workers in the process of identifying and mitigating risks to worker's health and safety.

Working Conditions: Absolicon will provide their employees with adequate working facilities which, at a minimum, shall ensure reasonable access to potable drinking water and sanitary facilities; fire safety; access to emergency medical care; and adequate lighting and ventilation.

Environment

Absolicon recognize that environmental responsibility is integral to producing high quality products and strive to continuously improve their environmental performance. Absolicon will comply with all applicable environmental laws, regulations, and industry standards. Absolicon will implement policies and procedures to identify, prevent and minimize relevant negative environmental impacts. This includes information and training of relevant employees. Further, Absolicon will comply with any additional environmental requirements specific to the products or services being provided to Absolicon as called for in design and product specifications and contract documents.

Hazardous Substances: Absolicon will minimize the use of hazardous substances and ensure that all hazardous substances are safely handled, stored and disposed. Absolicon will inform employees on relevant safety practices and provide appropriate training.

Resources: Absolicon will minimize their negative impacts on natural resources, including air, land, forests and water as well as ensuring animal welfare. Absolicon will optimize their resource consumption, including raw materials, water and energy.

Waste & Emissions: Absolicon will minimize disposal of solid waste, wastewater and other emissions to prevent pollution of air, water and soil. Absolicon will strive to minimize their greenhouse gas emissions.

Communication and implementation

Absolicon will effectively communicate the content of this Code to all their employees, agents, subcontractors, suppliers and sub-suppliers with whom they work with in the delivery of goods and services to Absolicon and conduct due diligence to assure its implementation.

Subcontractor and supplier management

Absolicon will conduct due diligence on their subcontractors, suppliers and sub-suppliers in order to verify compliance with the Code. Absolicon will therefore assess the risk for potential breaches of the Code in their own supply chains, which may include farms and plantations, and implement adequate compliance monitoring measures based on this risk assessment. If non-compliances are identified, Absolicon will take necessary improvement measures or cease business with subcontractors, suppliers and sub-suppliers if no improvements can be achieved.

Monitoring/record keeping

Absolicon will maintain documentation appropriate to demonstrate adherence to the Code for its own operations. Absolicon will also maintain documentation on the due diligence process in the supply chains.