

Sustainability Corporate Responsibility Policy



POLICY STATEMENT

It is a privilege to be in a position to where our actions can contribute to make things better; better for the people, the community and better for the environment.

At HejMar AB – with our brands HEJCO and MARTINSON, we believe that social and environmental responsible companies perform better. We spare no efforts to meet and exceed all Sustainability related expectations of our brands stakeholders.

We also believe that the greatest reward of our efforts in terms of sustainability is to see the concrete results in the form of good working conditions for the people that we depend on, and measurable reductions of negative environmental impacts.

Our brands embrace the notion that all corporations have social and environmental responsibilities that they must act upon.

On fundamental human and environmental levels, we act because we care, and because we can.

Our brands overarching ambition in the realm of sustainability is to meet and exceed the expectations of our key stakeholders, and to ensure that our effort generates concrete positive results.

We know that the path to achieve this goes through dialogue, accountability, transparency, and continuous improvement.

Dialogue: We actively listen to and engage with our stakeholders as well as with experts on environmental and social affairs.

Accountability: We monitor the results of our efforts and allow external parties to perform independent gap assessment of our compliance process,

Transparency and continuous improvement: information about our Corporate and Sustainability Responsibility (CSR) policies, goals and progress is available to all interested stakeholders.

As a member of the United Nations Global Compact, the HejMar AB embraces its 10 guiding principles for Corporate Responsibility on Human Rights, Labor, Environment and Anti-Corruption.

We are determined to make every effort to ensure that our sustainability policy and the principles outlined in the UN Global Compact are reflected throughout our brands organizations, in our management strategy, in our organizational culture, and in our day-to-day operations.

HUMAN AND LABOUR RIGHTS POLICY

1. **We support and respect the protection of internationally proclaimed human rights.**
2. **We will do everything in our power to make sure that we are not complicit in human rights abuses.**
3. **We upholds the freedom of association and the effective recognition of the right to collective bargaining within our sphere of influence.**
4. **We upholds the elimination of forced or compulsory labour within our sphere of influence.**
5. **We upholds the effective abolition of child labour within our sphere of influence.**
6. **We upholds the elimination of discrimination in respect of employment and occupation within our sphere of influence.**

At HejMar AB, we take respect for human rights and compliance with international and local labour laws very seriously. To ensure that we uphold high standards, our Code of Labour Standards is based on those of the International Labour Organisation (ILO) and the Universal Declaration of Human Rights, in relation to forced labour, child labour, freedom of association, compensation, working hours, occupational health and safety, and a legally binding employment relationship.

The Code of Labour Standards details our responsibility towards everyone who contributes to our success, selecting business partners that share our commitment to upholding high standards for Labour practices.

We are committed to ensure that all suppliers and factories, with which its brand have a direct (contractually regulated) business relationship, understand, share and sign our HejMar AB Supplier Code of Conduct. We do not expect all suppliers and each of its factories to be in full compliance with our standards from the start, but must be fully committed to share and reach ours goals.

To verify compliance with the HejMar AB Supplier Code of Conduct, audits are conducted at suppliers and its factories and internal follow up work monitored to ensure that full compliance is being reached within acceptable time frames. To retain external legitimacy for our supplier Code of Conduct Compliance Scheme HejMar AB collaborates with third party organizations' amfori BSCI/ BEPI that assesses our work and make the results publicly available.

ENVIRONMENTAL POLICY

7. **We supports a precautionary approach to environmental challenges.**
8. **We shall undertake initiatives to promote greater environmental responsibility.**
9. **We shall encourage the development and diffusion of environmentally friendly technologies.**

At HejMar AB, we recognize that all activities associated with the production, consumption and end-of-life disposal of products has an impact on our environment. We believe that it is our responsibility to work actively and systematically to contribute to a process of continuous environmental improvements within our sphere of influence. In our work to reduce the environmental impacts associated with our business we believe in the value of a life cycle perspective, a precautionary approach, a focus on continuous improvement, and the general idea that prevention is better than cure.

Our brands and entities comply with the requirements of environmental legislation and approved codes of practice.

We systematically assess the environmental impact of our business decisions by listening to stakeholders and environmental experts, and we focus our efforts on the issues that are of the highest concern and where we can contribute most effectively to real improvements.

We continuously seek to improve environmental performance, by reducing use of energy, water and material resources, and by minimizing emissions and waste. Focusing on prevention, we creatively rethink our products and processes and among our employees raise awareness, encourage, participation and training on environmental matters.

We are committed to ensure that all our suppliers, every of its factories take environmental protection as seriously as we do and acknowledge and sign our Restricted Substance List latest version.

We also recognize that part of the environmental impact associated with our products may arise during the use and end-of-life phases of their life cycle and we are, therefore, committed to collaborate with our customers to implement the most innovative environmental solutions.

ANTI-CORRUPTION POLICY

10. We shall work against all forms of corruption, including extortion and bribery.

At HejMar AB, we believe that bribery, extortion, and corruption destroy confidence in the marketplace and business relationships, weaken democracy, change economic and social development, and damage the transparency in the transaction of business.

We stand up for business activities free from unfair influence of bribery, extortion, and corruption. We support anti-corruption and bribery awareness among our employees and business relations.

We do not permit illegal payments or bribes to any government official, nor do we engage in any political activity or contribution contrary to the laws in countries where we do business.

Employees are not allowed to request any advantage from suppliers or other current or future business partners. HejMar AB discourages the practice of giving and/or receiving gifts. We recognize that in certain cultures gifts are a business tradition, we have established a specific standard for acceptable and unacceptable gifts as a guideline.

ANIMAL WELFARE

Animals should be treated humanely according to animal welfare laws and international recommendations. In businesses where animals are used in labor and/or in the production (fur, wool, leather etc.), such animals must be fed and treated with dignity and respect and no animal must deliberately be harmed nor exposed to pain in their lifespan.

Taking the lives of animals must always be conducted by using the quickest, least painful, and non-traumatic method available, approved by national and acknowledged veterinarians and only conducted by trained personnel. Supplier must seek to increase traceability in production – regarding the origin of the individual animal – and will thus increase awareness of animal welfare.



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