

## AAK Group Policy: Corporate Social Responsibility

### INTRODUCTION

AAK supports in its actions the ten principles of United Nations Global Compact in the areas of human and labour rights, environment and anti-corruption as well as the Core Conventions of the International Labour Organisation (ILO) and the UN Guiding Principles on Business and Human Rights. AAK perceives the principles as a powerful platform for its activities within sustainability and its support to the UN Sustainable Development Goals (SDGs).

### COMMITMENTS

#### Legal compliance

AAK operates in compliance with applicable national and local requirements in the countries in which it operates.

#### Fair competition

AAK complies strictly with all antitrust and competition laws.

#### Human rights

AAK supports and respects the protection of internationally proclaimed human rights and constantly ensures that AAK is not complicit in human rights abuse.

#### Freedom of association

AAK respects the freedom of association and the right to collective bargaining.

#### Forced labour

AAK does not accept any form of forced labour such as bonded labour, prison labour, slavery, human trafficking or retention of important personal documents of employees.

#### Child labour and young workers

AAK cannot accept the employment of children. The minimum age of employment shall not be less than the age of completion of compulsory schooling and in any case not less than 15 years (14 years in some developing countries). Where national law permits it, children between the age of 12 and 15 may perform a few hours of light work per day. The work must not interfere with the children's education.

For young workers below the age of 18 special precautions are taken to protect them against accidents and damage to their health.

#### Discrimination

AAK does not engage in or support any form of discrimination such as discriminating practices for employment, benefits promotion or training. Employee-related decisions shall be based on relevant and objective criteria.

#### Working hours

AAK complies with all applicable local and national standards on working hours and overtime.

**Wages and benefits**

AAK complies at least with local and international legal minimum standards concerning wages and benefits including compensation for overtime. The size of wages enables workers to meet basic needs and shall be paid on time.

**Working environment**

AAK strives to offer a safe working environment for all employees. Adequate health and safety procedures and the use of relevant protective equipment are implemented. Employees have access to drinking water and appropriate sanitation facilities. As a minimum, AAK complies with local and national health and safety legislation in the countries in which it operates.

**Workplace violence**

AAK protects employees in the working place against physical, verbal, sexual or psychological harassment, abuse or threats.

**Environment**

AAK strives to minimize the environmental impact of its activities through responsible management, widespread environmental awareness and the use of technologies with low environmental impact.

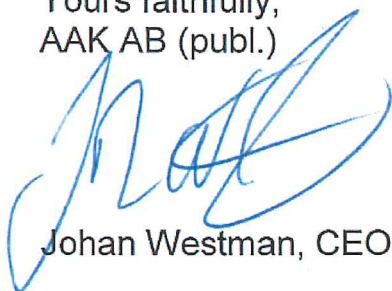
**Anti-corruption**

AAK is committed to zero tolerance against corruption in all its forms, including extortion and bribery. Any evidence of corruption will be addressed with immediate effect.

**IMPLEMENTATION**

AAK integrates social and environmental concerns into its business operations and in its interaction with stakeholders and will use its resources in order of priority based on risk assessment and sphere of influence.

Yours faithfully,  
AAK AB (publ.)



Johan Westman, CEO and President