



## **Nordic Business Association AB**

### **Standards for Suppliers**

Standards for Suppliers are Nordic Business Association AB's fundamental requirement from its suppliers regarding their activities in relation to the workers producing merchandise for sale by Nordic Business Association AB and the impact of their manufacturing practices on the environment.

#### **Compliance with Laws**

Suppliers and their designated factories and subcontractors must fully comply with all applicable national and local laws and regulations, including but not limited to those related to labor, immigrations, health and safety, and the environment. ILO core conventions and UN conventions on human rights must be respected.

#### **Salary and Compensation**

Suppliers must compensate all workers with salary, overtime premiums, and benefits that meet or exceed local legal standards, local industry standards, or collective agreements.

#### **Health and Safety**

Suppliers must provide workers with a safe and healthy work environment and, where applicable, safe and healthy residential facilities.

#### **Reasonable Working Hours and Overtime**

Suppliers must provide workers with rest days and must ensure the working hours are consistent with local regulations and not excessive. Overtime must be compensated in compliance with local laws.

#### **Discrimination**

No discrimination or disadvantage sharing may occur in the workplace. Workers should be entitled to statutory maternity leave and may not be discriminated against because of this. Discrimination includes religion, age, disability, gender, marital status, ethnic origin, sexual orientation, union membership or political affiliation.

#### **No Forced Labor and Harassment**

All labor must be voluntary. Child, forced, bonded, prison, or indentured labor will not be tolerated. All workers should be treated with respect and dignity. Corporal punishment is absolutely prohibited, as well as harassment of any kind. Workers must be allowed to maintain control over their identity documents.

#### **Freedom of Association and Collective Bargaining**

Suppliers must allow and respect the right of workers to choose whether to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively.

#### **Environment**

Suppliers must ensure every manufacturing facility complies with national and local environmental laws, including all laws related to air emissions, water discharges, toxic substances and hazardous waste disposal. Suppliers must validate that all input materials and components were obtained from permissible harvests consistent with international treaties and protocols in addition to local laws and regulations.

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Signature & stamp for supplier