



Supplier Code of Conduct



MTG is committed to the highest standards of business integrity in its dealings with Suppliers.

This Supplier Code of Conduct sets out the standards that Suppliers, who work with or for MTG, are expected to adopt. MTG conducts every aspect of its business with honesty, integ-

riety and openness, respecting human rights and the interests of MTG employees, customers and third parties. MTG expect Suppliers to do the same.

1

National Law

In addition to complying with the provisions of this Code, Suppliers shall comply with all local laws. Where they both address the same subject, and are not in conflict, the highest standard shall be applied.

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Labour Standards

Suppliers shall recognise and be committed to upholding the human rights of workers and treat them with the dignity and respect indicated by the

international community. The labour standards that MTG require all Suppliers to comply with are detailed below.

2.1 Freely Chosen Employment

Forced, bonded or indentured labour, human trafficking or involuntary prison labour is not to be used. All work shall be voluntary, and workers shall be free to leave upon reasonable notice.

2.2 Child Labour

Child labour is not to be used. The term “child” refers to any person under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or the minimum age for employment in the country.

Workers under the age of 18 shall not perform hazardous work and may be restricted from night work with consideration given to educational needs. The use of legitimate workplace apprenticeship programmes and internships, which comply with all laws and regulations, is supported.

2.3 Discrimination

Suppliers shall have in place fair hiring and employment practices (promotions, rewards and access to training) to ensure there is no discrimination based on race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership or marital status. In addition, workers or potential workers shall not be subjected to any

medical/pregnancy tests that could be used in a discriminatory way.

2.4 Harsh or Inhumane Treatment

There is to be no harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers, nor is there to be the threat of any such treatment.

2.5 Minimum Wages

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Any disciplinary wage deductions are to conform to local law.

2.6 Working Hours

Work weeks are not to exceed the maximum set by local law. Further, a work week should not be more than 60 hours, including overtime, except in emergency or exceptional situations. Workers should be allowed at least one day off per seven day week.

2.7 Freedom of Association

Suppliers are to respect the right of workers to associate fairly and to communicate openly with management regarding working conditions without fear of reprisal, intimidation or harassment. Workers' rights to join labour unions, seek representation and or join workers' councils in accordance with local laws shall be

acknowledged and Suppliers shall not penalise workers for their lawful participation in labour organisation activities.

3

Health and Safety

3.1 Occupation Safety

Suppliers shall ensure that workers are provided with a healthy and safe working environment in accordance with internationally recognised standards. Suppliers shall do their utmost to control hazards and take necessary precautionary measures against accidents and occupational diseases. Suppliers shall ensure that workers receive adequate and regular health and safety training and education.

3.2 Emergency Management

Suppliers must have clear procedures in place to ensure that emergency situations are dealt with in a way that minimizes harm to life, environment and property.

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Environment

Suppliers shall conduct business in ways that protect and preserve the environment. MTG encourage Suppliers to take a precautionary approach towards environmental challenges, and to undertake

initiatives to promote greater environmental responsibility and the development of environmentally friendly technologies. In particular, MTG encourage Suppliers to minimise their environmental impact and continuously improve their environmental performance.

5

Data Protection

Suppliers shall respect an individual's Human Right to Privacy, and this includes complying with all laws providing for the protection, transfer, access and storage of personal information, and respect individuals Human Right to Privacy

6

Business Practices

6.1 Bribery and Corruption

Suppliers shall ensure that it, and any persons associated with the Supplier, does not engage in any form of corruption or bribery in relation to MTG's business. MTG encourages all Suppliers to implement and maintain an effective anti-corruption programme.

6.2 Gifts and Hospitality

Suppliers shall not, directly or indirectly, offer gifts to MTG employees or representatives or anyone closely related to

these. Hospitality, such as social events, meals or entertainments may be offered where it is beneficial to both companies for the parties to develop their relationship and provided that it is reasonable and proportionate in the circumstances and the cost is kept within appropriate limits.

6.3 Fair Competition

MTG believes in vigorous yet fair competition and supports the development of appropriate competition laws. Suppliers

shall not engage in collaboration or other activities that breach applicable competition laws.

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Child Protection

MTG respects and supports children's rights and expects all Suppliers to do the same and have a good understanding of child protection. Suppliers must have

in place working practices that protect the welfare of children.

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Sanctions

MTG respects international sanctions that may be imposed on countries, entities or individuals, either multilaterally or unilaterally, and MTG expects Suppliers to do so also.

Suppliers shall monitor their compliance with this Code. Failure to comply with the standards and provisions set out in this Code may result in MTG reviewing and potentially deciding not to work with the Supplier.

Known or potential breaches of this Code should be reported to their MTG contact immediately. Suppliers may also contact MTG Modern Re-

sponsibility moderncompliance@mtg.se at any time regarding any of the above or any related matters.