

Uppgjord (även faktaansvarig om annan) Tommy Andersson		Nr - No. I-13		
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At Sura Magnets we consider sustainability to be an essential part in all our business operations. As part of our work to achieve a more sustainable world Sura Magnets has implemented a Social Responsibility Code (SRC) applicable for all our suppliers, which describes our expectations on our suppliers. We expect our suppliers, as a minimum follow our sustainability principles when conducting their own business.

We expect the supplier to monitor its own suppliers to ensure commitment to environmental and social responsibility.

COMPLIANCE WITH LAWS AND REGULATIONS

The supplier shall with applicable legislative and regulatory requirements.

LABOUR AND HUMAN RIGHTS

Each SM Supplier shall not permit child labour (a person below the local legal min age for labour, in each country). Should there not be any local laws preventing child labour then no person younger than 15(See ILO convention No 138) years of age shall be permitted to perform labour. Workers may be 14 years of age under the special circumstances (See ILO convention No 138).

Apprenticeship programs for children between the ages of 12 and 15 years are accepted in countries where the law permits such programs, but only under certain conditions.

No employee shall be discriminated on grounds of their gender, marital or parental status, ethnic or national origin, sexual orientation, religious belief, political affiliation, age or disability.

Employment terms, including wages, working hours and benefits, shall be fair and compliant with the legislated minimum level requirements. Employees shall be granted their relevant statutory rights such as annual leave, sick leave and maternity/paternity leave without any form of repercussions.

There shall be no forced, bonded, involuntary prison or illegal labour.

Employees shall be free to leave their employment after reasonable notice. Physical abuse or discipline is prohibited.

Workers shall not be forced to make payments to their employer to enable them to gain employment.

As far as any relevant laws allow, all workers shall be free to join or not to join trade unions and similar external representative organizations for the promotion and defence of their occupational interests.

SAFETY REQUIREMENTS

The Supplier shall provide a safe and healthy working environment and take all practicable steps to prevent incidents and injuries steps shall be taken to prevent workplace accidents and injuries.

RESPECT FOR THE ENVIRONMENT

Suppliers shall work in a systematic goal-orientated and proactive manner to reduce the environmental impact including pollution prevention, waste minimization and energy efficiency.

ANTI-CORRUPTION

All forms of corruption and bribery are unacceptable. Supplier shall work against corruption and bribery in all forms, including, but not limited to extortion, fraud, money laundering and facilitation payments.

SAFEGUARDING CONFIDENTIAL INFORMATION

Confidential and proprietary including but not limited to engineering, design and other technical information as well as manufacturing know-how, processes and production schedules, pricing information, business plans or product roadmaps. Under no circumstances may such information be used for personal gain or pass it on to any person/company outside the supplier without SM written approval.

INTELLECTUAL PROPERTY

Each SM Supplier shall recognize the value of intellectual property such as patents, designs, trademarks, trade secrets and copyrights and shall respect the intellectual property rights of others

Tommy Andersson

Managing Director