

Code of Conduct

Talent Plastics complies with the request of the Ten Principles of the UN Global Compact within its sphere of influence to endorse and act on a number of core values.

Human rights and working conditions, (principle 1-6)

As a Talent company and Talent employee, you

- Support and respect the protection of internationally proclaimed; human rights and ensure that you are not complicit in human rights abuses. (Principle 1&2)
- Respect the personal dignity, privacy and rights of each individual
- Refuse to make any person work against his or her will. (Principle 4)
- Neither use or engage in, nor allow employees or other persons engaged by you to use or engage in behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative; be it face-to-face, written or online.

As a Talent company, you

- Refrain from employment discrimination based on gender, age, ethnicity, nationality, religion, disability, union membership, political affiliation or sexual orientation. (Principle 6)
- Uphold the freedom of association and the effective recognition of the right to collective bargaining. (Principle 3)
- Eliminate any form of slavery, servitude and forced or compulsory labor and not allow any form of child labor. (Principle 5)
- Follow local labor laws and agreements with the labor union in all aspects, for example minimum wages, working hours, health and safety.
- Ensure that employees are allowed at least one uninterrupted day off per week.
- Encourage employees to report any suspicion of deviances from Talent Group's Code of Conduct to the local management or at the Talent Group's whistleblower e-mail, whistleblower@talentplastics.se.

Health, safety, and environmental & sustainability management

As a Talent company and Talent employee, you

- Support and work for continuous improvement of health, safety, environment and sustainability. (Principle 7,8 & 9)

As a Talent company, you

- Have a competent management for managing health & safety and environmental & sustainability programs and improvements.
- Have routines and structures to follow up, document and improve health, safety, environmental and sustainable issues.

- Ensure that all employees are aware of risks, risk management and are properly informed and trained that their role is understood.
- Aim for carbon-neutrality, by working on reducing your CO2 emissions by encouraging development and implementation of environmentally friendly technologies to minimize the impact on our planet and people through your value chains.

Material compliance and responsible minerals sourcing

As a Talent company and Talent employee, you

- Are aware of risks with handling material and are proactive to avoid the use of hazardous materials and chemicals and strive to find substitutions and handle material with respect both in terms of not wasting and properly disposal. *(Principle 7,8 & 9)*

As a Talent company, you

- Do not work with material that are in conflict with REACH, ROHS or materials listed as Conflict Materials.
- Have a system to monitor materials and chemicals to ensure an understanding of their effect on the environment and taken actions when needed.

Business Ethics & Integrity

As a Talent company and Talent employee, you

- Understand that accepting gifts, monetary, products or services could be seen as a bribery according to local or international laws and act in compliance with applicable laws. *(Principle 10)*
- Understand that giving gifts, monetary, products or services could be seen as a bribery according to local or international laws and act in compliance with applicable laws. *(Principle 10)*
- Understand that information regarding customer's and supplier's and details regarding products or services, purchased or sold are to be considered confidential.

As a Talent company, you

- Work against corruption in its all forms, including bribery, corruption, extortion, and embezzlement.
- Ensure that business practices shall comply with all export control and economic sanctions laws and regulations.
- Follow the Global Antitrust and Fair Competition principles in business practices.
- Business practices shall comply with all export control and economic sanctions laws and regulations.
- Be financially responsible, books and records must accurately and fairly reflect our transactions in sufficient detail and in accordance with laws accounting practices and policies.

- Each co-worker must avoid situations, where personal (or closely related person) interests may conflict with the interests of employer and inform employer any such potential conflict of interest situation.

Personal Data Protection

As a Talent company, you

- Comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.
- Disclose information regarding labor, health and safety, environmental practices, business activities, structure, financial situation, and performance in accordance with applicable regulations and prevailing industry practices.

Mattias Hogane
CEO
Talent Plastics Group