

Corporate Social Responsibility Policy

At Gärtnäs social responsibility is based on "The Global Compact": 10 principles on human rights, labour regulations, the environment and corruption relevant to companies. These principles are based on the UN's declaration of human rights, the International Labour Organisation's fundamental conventions on human rights in employment, the Rio Declaration, as well as the UN's convention against corruption. We strive to create long-term relationships with our partners and require them to comply with our social responsibility requirements.

- Gärtnäs supports and respects international human rights and does not participate in violations against human rights.
- Gärtnäs recognises the right to collective bargaining and supports the freedom of association. We repudiate all forms of discrimination in employment, wages and occupations. Additionally, we oppose forced labour, child labour and all types of direct and indirect punishment.
- Gärtnäs complies with the appropriate legislation regarding labour and social welfare. We support a positive workplace environment in which every individual feels secure and can develop and we value individual differences and respect individual needs. We treat each other and our partners with respect and do not tolerate harassment or threats.
- Gärtnäs counteracts all forms of corruption, including extortion and bribery. We comply with laws regarding open and free markets with cross-border trade, and protect personal and confidential information from our partners. We neither give nor take dubious gifts or suspicious payments.
- Gärtnäs provides a safe and healthy workplace environment and requires its partners to provide the same.