



pa&co®

## CONDUCT CODE

---

To build working relationships, based on respect, honesty and quality, is how we see PA&CO SA. In addition, our aim is to ensure that our products are manufactured on socially and environmental way.

This Conduct reflects our attitude and we work to apply to our suppliers, subcontractors and other third parts.

Our requirements are based on the Universal Declaration of the Human Rights and applicable ILO Conventions.

## OUR PRINCIPLES

---

**Human Rights** – All PA&CO employees are treated with dignity and respect and everyone who works for or with us is expected to act accordingly. No discrimination regarding gender, race, sexual orientation, religion, age, disability, political opinions or any other status protected by country laws will be tolerated.

**Labour Standards** – PA&CO and its partners must comply with The International Labour Organization (ILO)'s Declaration on Fundamental Principles and Rights at Work, namely as regards abolition of child labour and elimination of compulsory or forced labour.

**Health and Safety** – A healthy and safe workplace is very important to us . PA&CO and the companies working with us must comply with the national H&S laws and warrant the health and safety of their employees.

**Anti-corruption** – At PA&CO we act with integrity at all times. All forms of corruption should be eliminated.

**Environment Protection** – PA&CO ensure that national environmental laws are complied at all times. Reasonable measures should be adopted in order to diminish operational impacts on the environment and efforts should be done to continuously improve our environmental performance.