

Code of conduct – Zollner Group AB

This Code of Conduct specifies what Zollner Group AB 559028-9442 (Nordic Souvenir AB 556558-1401 and Voky AB 556815-9072) require from our suppliers. Suppliers are also required to ensure that their sub-suppliers in all respects fulfill the requirements of this Code of Conduct.

The purpose of this Code of Conduct is to ensure that our products are manufactured under good working conditions.

Our code of conduct is based on the UN convention Universal Declaration of Human Rights (UDHR), the UN Convention on the Rights of the Child (article 32) and the ILO fundamental conventions (no 29, 87, 98, 100, 105, 111, 138 and 182) on working conditions and labor rights.

Zollner Group AB require that our suppliers follow all local and national legislation where our products are manufactured and act responsibly and ethically towards employees, regarding the environment, and always demonstrate safety thinking.

1. Child labor

We do not accept child labor. No employee may be younger than the minimum age for employment. When a young employee is recruited the supplier must always verify with certainty the age of the prospective worker. All statutory restrictions for employees under 18 must be followed. Our suppliers must adhere to ILO Conventions 138 and 182 and to the UN Convention on the Rights of the Child (article 32).

2. Working conditions

Our minimum requirement is that the employer pays the statutory minimum salary or a salary determined in collective / industry agreements. The employer must also respect all other statutory benefits and compensations such as statutory rights to paid leave, parental leave and sick leave.

No unreasonable deductions of salary should be made. Written salary specifications shall be provided to the employee. The regular working hours and overtime hours may not exceed the statutory maximum. Statutory compensation for overtime hours shall always be paid.

All forms of forced, bonded, trafficked or non-voluntary labor is prohibited; we do not accept the use of prison labor (ILO Convention 29 and 105).

3. Freedom of association and collective bargaining

The right of all employees to form or join associations of their own choosing and to bargain collectively must be respected. We do not accept that employees are punished or discriminated against in any way because of associating with an

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organization that in a peaceful way is upholding workers' statutory rights (ILO Convention 87, 98 and 135).

All employees have the right to a written employment contract, where the employment conditions are stated, on a language that the employee understands.

4. Discrimination

We don't accept any abusive treatment of employees, neither verbally, physically, psychologically or sexually.

No employee may be discriminated against in recruitment, division of labor or in any other aspect due to nationality, ethnicity, age, sex, gender identity, sexual orientation, pregnancy, religious or philosophical beliefs, political opinions or disability (ILO Convention 100, 111).

5. Migrant workers

Migrant workers must have the same employment conditions as domestic staff. The employer shall cover all types of commissions and fees associated with the employment of migrant workers. The employer shall not require employees to deposit their passports, ID documents or any other security.

6. Safety

Employee safety must be prioritized. It should always be possible to evacuate premises during working hours. Emergency exits must be on all floors and be clearly marked. There must be evacuation plans and firefighting equipment.

Buildings and equipment shall not be substandard, and the employer shall work to prevent accidents and occupational injuries.

Any housing must be entirely separate from the workplace with a separate entrance, and subject to the same safety requirements as the workplace. The residents shall always have free access to and out of their homes.

7. Environment

The supplier must have a local environmental permit and it should be followed. Possible handling of chemicals shall comply with ILO Convention 170 regarding material safety data sheets, correct marking and instructions in the relevant languages.

The supplier must provide the necessary information concerning the use of chemicals to enable Zollner Group AB to comply with the European Union REACH regulation and the regulation on Persistent Organic Pollutants.

Sewage treatment and handling of hazardous waste shall meet at least local requirements.

8. Clean Business

Our suppliers must comply with all local laws and regulations concerning bribery

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and corruption, and cooperate with the authorities' efforts to enforce those laws; in accordance with the principles of the United Nations Convention against Corruption.


We require our suppliers to refrain from all forms of corruption, bribery and giving or accepting of improper gifts or benefits, solicitation of bribes, and undue compensations (in monetary or non-monetary form) to government officials or business partners.

9. Compliance

We reserve the right to make unannounced visits and inspections with our own staff or through a third party at any time to review the compliance with our Code of Conduct. Our suppliers should show transparency and cooperate during any audit or inspection that Zollner Group AB deem desirable or necessary.

Our suppliers will be given the opportunity to correct themselves if minor deviations from the code of conduct are discovered, given that the supplier and Zollner Group AB agrees about the implementation of a plan of corrective actions.

Failure to comply with the code of conduct or to an agreed plan of corrective actions will lead to the termination of the business relationship with Zollner Group AB.

<p>ADAM ZOLLNER, CEO</p>	
<p>Name & Title of person signing</p>	<p>Signature</p>
<p>VOKY AB Gillbergagatan 40 SE-582 73 LINKÖPING Sweden</p> <p>Voky AB</p>	<p>LINKÖPING 2023-05-31</p>
<p>Company name or company stamp (if applicable)</p>	<p>Place and Date</p>