

## Code of Conduct

### **HUMAN RIGHTS**

The Company respects human rights as defined by the United Nations.

### **PRINCIPLES AND RIGHTS AT WORK**

Adopted in 1998, the ILO Declaration on Fundamental Principles and Rights at Work is an expression of commitment by governments, employers' and workers' organizations to uphold basic human values - values that are vital to our social and economic lives. The Declaration covers four areas:

#### **Freedom of association and the right to collective bargaining:**

The Company respects the rights of employees to form and join trade unions of their choice and to bargain collectively. The Company complies with applicable laws and industry standards concerning working hours.

#### **The elimination of forced and compulsory labour:**

The Company does not use forced labour.

#### **The abolition of child labour:**

The Company respects the rights of children to develop and to receive an education, and must not engage in or tolerate the use of child labour. Child labour is defined as any person under the age of 15 – unless local minimum age laws stipulate a higher age and/or mandatory schooling, in which case the higher age shall apply.

#### **The elimination of discrimination in the workplace:**

The Company provides equal opportunities for its employees and does not practice discrimination according to race, sex, age, religion, marital status, or sexual orientation

### **ENVIRONMENT:**

The Company strives to reduce waste and emissions to the atmosphere, ground and water. The Company handles chemicals in a environmentally safe way and store and dispose hazardous waste in a environmentally safe manner.

### **HEALTH AND SAFETY:**

The Company provides a safe working environment, which complies with or exceeds national laws and regulations.

As a condition of doing business with AKLA, all our suppliers and any subcontractor shall implement and integrate this Code into its business and submit to verification and monitoring.

