



CODE OF CONDUCT

What we stand for



**NÄRINGSLIVETS
PRODUCENTANSVAR**

In our industry

We deserve our leading position by driving circular material recycling of packaging.

We strive to share our knowledge of recyclability and sustainability with our partners.

We believe in and protect fair competition.

We follow applicable laws, regulations and guidelines.

We act in the best interests of the producers.

We are conscious of what we say, write and share.

We provide our stakeholders with clear, accurate and transparent information.

In our business

We never give or accept bribes of any kind.

We never give or accept inappropriate gifts or representation.

We vet our partners carefully, so we can work together in a spirit of mutual trust.

At our workplace

We create a safe workplace for all.

We believe that diversity, justice and inclusion are indisputable in our business.

We care about each other and strive to avoid occupational injuries, hazards and illnesses.

We strive to guarantee respect for human rights and workers' rights.



Näringslivets Producentansvar

Näringslivets Producentansvar (NPA) is a producer responsibility organization for packaging in Sweden. NPA drives the issue of circular material recycling with full traceability of the packaging material that is handled for affiliated producers. NPA complies with the requirements in the producer responsibility regulation.

NPA has a responsibility to ensure that the activities carried out are performed with great responsibility towards the people who perform services for us or produce goods for us.

NPA and its suppliers must follow, respect and work for the UN Global Compact's ten principles regarding human rights, labour law, the environment and corruption.

Human rights

PRINCIPLE 1: Support and respect international human rights within the framework of the company's influence
NPA follows international principles on human rights and the working environment.

PRINCIPLE 2: Make sure that the company is not complicit in human rights abuses

NPA respects each employee's privacy and personal rights. The workplace must be free from discrimination, harassment and abusive discrimination. Our interactions with each other must always be fair, objective and professional.

Labour

PRINCIPLE 3: Uphold freedom of association and recognize the right to collective bargaining

NPA respects the right of its employees to organize and negotiate collectively. NPA does not accept union discrimination.

PRINCIPLE 4: Eliminate all forms of forced and compulsory labour

Forced labour in any form is strictly prohibited within NPA. All employees shall have the right to terminate the employment relationship with reasonable notice in accordance with the applicable law or employment contract.

PRINCIPLE 5: Abolish child labour

NPA does not accept child labour. NPA must work for the abolition of child labour and exert influence on subcontractors, suppliers and other business connections to combat child labour.

PRINCIPLE 6: Eliminate discrimination in recruitment and duties

NPA offers a respectful work environment where all employees should feel supported when performing their duties.

Equal treatment is indisputable for NPA, and it must permeate all decisions in the form of new recruitment, internal recruitment, competence development and personnel decisions.

Environment

PRINCIPLE 7: Support a precautionary approach to environmental challenges

NPA works for and drives the sustainable development of producer responsibility for packaging.

In addition, NPA places high demands on its strategic sorting and recycling partners to deliver circular material recycling with full traceability.

NPA is responsible for ensuring that activities within its own organization do not cause damage to the environment.

PRINCIPLE 8: Undertake initiatives to promote greater environmental responsibility

NPA's activities, to be a leading producer responsibility organization for packaging, must effectively contribute to the overall material recycling targets in the regulation.

NPA provides knowledge and expertise with the aim of increasing reuse and recycling of packaging and reducing littering.

NPA shall strive to promote environmental awareness and sustainability in services procured by external actors.

PRINCIPLE 9: Encourage the development of environmentally friendly technologies

NPA invests in the development of technologies, products and services together with its partners. NPA shall encourage the development and diffusion of environmentally friendly technologies that protect the environment, are less polluting, use all resources in a more sustainable manner, recycle more waste and products, and manage residual waste in a more acceptable way than the technology it replaces.





Anti-Corruption

PRINCIPLE 10: Work against corruption in all its forms, including extortion and bribery

Within NPA, there is zero tolerance when it comes to bribery and corruption. The business must be characterized by a high level of integrity and ethics at all levels. All employees are trained in our anti-corruption policy.

NPA operates and competes on the market in full compliance with applicable competition rules.

All employees and others who represent the company must therefore always consider the following rules:

- Business strategies and prices must be determined independently in relation to competitors, suppliers, customers or other unrelated parties.
- Customers or markets will never be allocated between NPA and its competitors.
- Furthermore, employees must ensure that they do not disclose, discuss or exchange information with any competitor, directly or indirectly, about other business sensitive matters that are internal to NPA.



**NÄRINGSLIVETS
PRODUCENTANSVAR**

