

OVERVIEW

At Morakniv we believe that a successful society is based on sustainable development with a healthy balance between financial, social and environmental responsibility. Accordingly, this code of conduct details the principles and practices which Morakniv's own business upholds and expects of its suppliers.

Economical responsibility

All of Morakniv's manufacturing takes place within Sweden. The basis for our business is that the company and our partners comply with not only all applicable laws and regulations but also a high standard of business ethics:

- All sales and marketing shall be based on sound ethics and transparency
- Business decisions are based on commercial grounds and not personal gain
- No form of corruption, bribery or unfair practice is accepted. This includes corrupt payments to or from individuals and organisations and payments under the guise of awards or sponsorship agreements
- All sponsorship and similar payments are transparent and compliant with applicable laws

Supplier relationships

Morakniv has established comprehensive routines for selection of suppliers and other partners. We communicate our guiding principles which we expect to form the basis of mutually successful long term relationships.

We expect our suppliers to follow all applicable laws and exhibit sound moral judgement in the countries where they do business. We regularly assess suppliers through a tailored process dependent on risk assessment and the materials which they supply.

Social policy

As a workplace and employer Morakniv aims to have a positive influence on the local community, contributing to the development of the local area for current and future generations. We are fully committed to the Universal Declaration of Human Rights which is supported by our INTEGRATION AND EQUALITY POLICY.

Our employee's health and wellbeing is a top priority and we do not believe that anyone should suffer from adverse physical or psychological symptoms at work. Our WORKING ENVIRONMENT POLICY sets out the conditions we strive to create for our employees.

Morakniv does not engage in or tolerate the use of child labour. Employment of young workers adheres to local regulations and the Universal Declaration of Human Rights. Environmental conditions.

Morakniv takes its responsibilities seriously and aims to have a positive impact on the environment. We consider and seek to minimise any adverse environmental impact at all stages of our products' life cycle, from manufacturing to recycling. This is reflected in our ENVIRONMENTAL POLICY.

Morakniv has an open and transparent approach and is keen to have a positive dialogue with employees and external interested parties. We gratefully receive reports of any known or suspected breaches of our Code of Conduct or other concerns.

Execution and monitoring

All activities undertaken by Morakniv shall, to the fullest extent possible, support sustainable development. Our management team is responsible for planning and monitoring activities.

INTEGRATION AND EQUALITY POLICY

Consideration for colleagues

All Morakniv employees are treated equally, regardless of gender, ethnic background or disabilities and are offered the same possibilities and conditions in terms of working hours, education and working assignments.

Combining work and family commitments

Morakniv aims to support men and women, regardless of ethnic background, so that they can take parental leave or take time off work to care for children.

Prevention of Bullying

Morakniv aims to protect employees by preventing any incidents of sexual or other abuse, bullying or behaviour which casts aspersions over colleagues' integrity.

Access to development and education

Morakniv aims to provide access to education and development relevant to employees' roles, regardless of gender, ethnic background or disabilities.

Division of employees within the business

Morakniv aims to have an even division of men and women employed in all areas of the business and so vacant positions are advertised to men and women of all nationalities. Potential disabilities do not constitute a barrier to employment.

Equality of pay

Morakniv offers equal pay for positions of equal value and difficulty regardless of gender, ethnic background or disabilities.

WORKING ENVIRONMENT POLICY

At Morakniv:

- all relevant local and international laws and regulations, including minimum wage and maximum working hours, are followed
- no one needs to suffer illness or injury as a result of their work
- employer and employee work together to make improvements to the working environment
- employees feel able to participate in and contribute to work relating to the working environment
- employees who suffer from reduced working capacity will receive support and rehabilitation
- employees have a good working experience in terms of physical, psychological and social behaviour at work
- individuals are able to influence pace and quality of work, to the extent it is practical

ENVIRONMENTAL POLICY

Morakniv develops, manufactures and markets knives according to the following principles and guidelines:

- uphold the community's environmental requirements in respect of relevant laws and regulations and customer's needs
- reduce adverse environmental impact and prevent pollution by making continuous economically sustainable improvements
- analyse environmental consequences of the introduction of or adaptations to processes and products
- reduce the number of products which contain hazardous substances, either purchased from third parties or manufactured internally, where possible
- seek to use recyclable and reusable materials
- educate employees about environmental issues
- collaborate openly with authorities, the public and other interested parties
- work proactively to set, achieve and evaluate environmental goals at least annually