



## **CODE OF CONDUCT**

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The goal at Mercado Medic is to offer an attractive range of competitive products without compromising on quality, product requirements, employees' rights and working conditions or the external environment.

The Code of Conduct describes the requirements and expectations concerning employees' rights, working conditions and impact on the external environment that Mercado Medic puts on its own organization as well as our suppliers.

### **GENERAL INFORMATION ON THE MERCADO MEDIC CODE OF CONDUCT**

The Mercado Medic Code of Conduct is based on:

- The UN International Bill of Human Rights, including the Convention on the Rights of the Child
- The ILO (International Labour Organization, a UN body for labour issues) conventions on working conditions and rights in working life
- The Rio Declaration on Environment and Development
- The UN Convention against Corruption

### **THE MERCADO MEDIC CODE OF CONDUCT**

#### **1. LEGAL REQUIREMENTS**

The national laws that apply in countries of operations shall be complied with. Should any requirement in the Code of Conduct be in conflict with national legislation, the law has preference.

#### **2. WORK ENVIRONMENT**

The employer shall provide a safe and healthy work environment that fulfils requirements as stated in legislation. All employees must know the applicable safety procedures and be given relevant training in safety issues. In cases where suppliers provide accommodation for employees, the living area per employee must fulfil minimum legal requirements and the accommodation must be hygienic and offer satisfactory personal integrity.

The workplace, and if applicable accommodation, must have tolerable temperature and noise levels, sufficient ventilation, good lighting and access to clean toilets and pure drinking water.

### **3. EMPLOYEES' RIGHTS**

#### **3.1 Discrimination**

Employees shall be judged and treated on the basis of each individual's capacity and qualifications to carry out his/her work. Employees with equal experience shall receive the same pay for the same work. No form of discrimination regarding race, sex, religion, political views, national origin, social origin, sexual preference, disability, union membership or other comparable reason will be tolerated.

#### **3.2 Forced labour and disciplinary measures**

Employees shall be treated with respect and dignity. Forced labour, involuntary or unpaid work will not be tolerated in any form. Salary or personal property may never be deposited/received as a pledge by the employer in exchange for work. No person may be detained in work for any period of time against his/her will.

Under no circumstances may any employee be subjected to corporal punishment or any other form of physical, sexual or psychological sanction or harassment.

#### **3.3 Child labour**

Persons under 15 years of age may not be employed. If persons under 15 years of age work as apprentices or temporarily during school holidays in accordance with national legislation, they must be protected against any sort of exploitation. Employment of young persons up to 18 years of age is on condition that their education is not jeopardized, and they may not perform tasks at work or be exposed to risks that may have a negative impact on their physical, psychological, social or moral development.

#### **3.4 Salary**

Salaries shall be paid regularly, on time, and be reasonable with respect to the work performed. Minimum legal salaries are the lowest accepted salaries.

#### **3.5 Working hours**

Weekly working hours may not exceed the legal limits and overtime must always be detailed, voluntary and paid.

#### **3.6 Leave and sick leave**

Employees have the right to take out statutory holidays and other statutory forms of leave (e.g. parental leave) and take sick leave without any type of negative repercussions.

#### **3.7 Contract of employment**

Employees have the right to a written contract of employment in which salary and working conditions are stated. The employee must clearly understand the conditions in the employment contract.

#### **3.8 Union freedom**

Employees shall have the freedom to exercise their right to be members of organizations that represent their interests as employees without fear of threat or reprisal. The employer shall respect the employees' right to collective salary negotiations.

**4. EXTERNAL ENVIRONMENT**

Environmental requirements that are stipulated in applicable legislation and ordinances shall be adhered to.

The company must have knowledge and control over its own environmental impact and act consciously towards reducing or preventing negative consequences on the environment.

**5. CORRUPTION**

The company shall work against all forms of corruption, including blackmail and bribery.

**6. APPLICATION AND FOLLOW-UP**

Mercado Medic demands and requires that the Code of Conduct be complied with in the entire supply chain.

The Code of Conduct shall be applied in daily operations.

Mercado Medic reserves the right to make announced and unannounced visits to follow up on compliance with the Code of Conduct. In cases of non-improvement or poor improvement of deviations despite warnings, cooperation with a supplier may be terminated.

**SIGNATURE OF MANAGING DIRECTOR**

The undersigned has read and accepted the Mercado Medic Code of Conduct:

Company	Place/Country
_____	_____
Name	Title
_____	_____
Telephone no.	E-mail
_____	_____
Date	Signature
_____	_____