

Code of conduct

This Code of Conduct formalizes the key principles related to business practice and personal conduct of Scandicast. In selecting customers and suppliers, Scandicast chooses reputable business partners who are committed to ethical standards and business practices compatible with those of Scandicast.

Scandicast committed to continues improvement by working together and complying with agreed processes across business and functions. All Scandicast Employees, Customers and Suppliers (the "Stakeholders") are required to act in accordance with this code of conduct.

Legal Compliance

Scandicast operates in full compliance with all applicable laws and in full compliance with this Code.

Human Rights and Labor Conditions

- Human rights

In their daily activities, Scandicast Stakeholders must support and respect the protection of human rights and must adhere to the main international ethical guidelines supported by Scandicast.

- Rejection of child labour

Scandicast Stakeholders comply with local laws regarding the minimum age of employees. The minimum age for workers must be the greater of:

- (a) 15 years of age or 14 years of age where the local law allows such an employment age consistent with International Labor Organization guidelines; or
- (b) the age for completing mandatory (compulsorily) education; or
- (c) the minimum age established by law in the country of manufacture.

In addition, Scandicast comply with all legal requirements for the work of authorized young workers, particularly those pertaining to hours of work, wages, working conditions, and the handling of certain materials.

The minimum age for hazardous work is 18 years.

- Elimination of all forms of forced labor

Scandicast do not use any type of involuntary or forced labor, including indentured, bonded, or prison labor.

- Working Hours, Wages & Benefits for Employees

Pay fair wages for labor and adhere to all applicable wage and compensation laws, and working-hours regulations.

- Non-Discrimination and Respect for Employees

Scandicast Stakeholders ensure employment – including hiring, payment, benefits, advancement, termination and retirement – is based on ability and not on beliefs or any other personal characteristics.

Scandicast treats all workers with respect and dignity. No worker shall be subject to corporal punishment, physical, sexual, psychological or verbal harassment or abuse. In addition, Scandicast does not use monetary fines as a disciplinary practice.

- Freedom of Association and Collective Bargaining

Scandicast recognizes and respects any rights of workers to exercise lawful rights of free association, including joining or not joining any association. Scandicast also respect any legal right of workers to bargain collectively.

Environment

Scandicast Stakeholders complies with all local environmental laws applicable to the workplace, the products produced, and the methods of manufacture. Scandicast is committed and works to ensure that its business activity is environmentally responsible and energy efficient, and that the environmental impacts are reduced wherever possible.

Fair Operating Practices

- Fair Competition, Anti-Trust Laws and Intellectual Property Rights

Scandicast committed to fair and open competition and does not engage in any activities that involve unlawfully obtaining, receiving, using, or sharing non-public competitive or commercially sensitive information.

- Anti-Corruption and Bribery

Scandicast is against all forms of corruption. Corruption includes bribery and trading in influence. Corruption undermines legitimate business activities, distorts competition, ruins reputations and exposes companies and individuals to risk. The prohibition against bribes and trading in influence applies both to the party giving or offering an improper advantage and to the party who requests, receives or accepts such advantages.

- Anti-Money Laundering, Terrorism Financing or Fraud, economic sanctions

All Employees and relevant stakeholders shall work against corruption, money laundering, terrorist financing and fraud in all its forms.

Economic sanctions impose restrictions on dealings involving certain countries and parties. Scandicast is committed to comply with applicable economic sanctions and trade controls laws and regulations. Violation of such laws and regulations may subject both the company and individuals to criminal liability, and would represent a risk to company reputation.

Responsible Minerals Sourcing

Take reasonable efforts to avoid in its products the use of raw materials which originate from Conflict-Affected and High-Risk Areas and contribute to human rights abuses, corruption, the financing of armed groups or similar negative effects.

Whistle blowing

Scandicast encourages reporting of suspected breach of laws and regulations, this Code and Ethical Guidelines or any of its underlying policies, as well as other misconduct. Reporting allows Scandicast to rectify problems and prevent the problems from growing.

Applicability of Code of conduct.

The Code shall be available on Scandicast website communicated internally and externally to all Employees and where relevant to business partners and other parties where appropriate.

NOTE that any breach of this Code may have adverse consequences for the Employee's employment and/or cooperation with other stakeholders.