



The Esvama Commitment

# We are committed to sustainability

For Esvama, sustainability is about realizing concrete measures that help us fulfill our purpose: To promote circular solutions and a sustainable use of resources in the plastics industry. This means considering and optimizing trade-offs between the social, environmental and economic impacts of all our activities.

# We value our values

**The Esvama Commitment** is a set of values for our employees, a guideline that explains our approach to ethical business practices, human and labour rights, as well as environmental values. These values guide our work.

The Esvama Commitment will help us:

- Comply with laws and regulations
- Make the right, ethical decisions in our daily work
- Live by Esvama's values and safeguard our reputation
- Know where to go for support and guidance when we need it
- Report on behaviour and actions we are concerned about

# We compete fairly

Our high-quality products and services as well as our talented and committed employees are what makes us successful and competitive. Supporting free and fair competition in the market works in our interest and benefits society at large. We believe that all companies should be able to trade and compete with us as they wish, as long as they follow local laws and regulations just as we do.

We never get involved in fixing prices artificially high or low or take part in any other practices or agreements that restrict competition. We do not exchange confidential information with competitors.



# Sustainability throughout the value chain

Sustainability must be a common thread throughout the value chain and through the life cycle of the products as far as possible. This includes ensuring that what is purchased for the company comes from businesses that are also sustainable and that protect human rights, the environment and society at large. The products should be traceable if problems arise and so that all concerned can act responsibly.

## Our suppliers

- We urge our suppliers to act according to the same ethical and social guidelines as we do, and to maintain the same high quality standards.
- We expect our suppliers not to accept corruption, and live up to relevant legislation in the areas of environment, human rights and working conditions.
- We encourage our suppliers to implement measures that mean that their products and services have as little negative impact on the environment as possible, and do not affect people's health and society in a negative way.
- We encourage the suppliers to introduce certifiable management systems for quality, environment and working environment.
- We regularly follow up the suppliers' performance in sustainable development. If they do not meet our requirements, this may result in demands for improvement measures or the collaboration being terminated.

## Quality and product responsibility

- We must always fulfill our customers' requirements, needs and expectations by delivering services and products with the right quality.
- Our products must meet agreed, legal norms and health standards in terms of use.
- The information on how the products are to be used must be correct and clear.
- We work systematically. Certified quality management systems according to ISO 9001, and/or industry-specific certification systems, should be available from the suppliers where it is relevant.





## We promote diversity

We believe diversity strengthens our competitiveness and strive to reflect the societies where we operate. Diverse working teams enable us to explore different perspectives and challenge our way of thinking, contributing to better decision making. Diversity to us means various aspects of diversity including gender, age, skills, experiences, culture, and personality.

# We respect human rights

Esvama adheres to internationally recognized human and labour rights and standards, and they must be applied to all our employees. We do not tolerate discrimination against anyone based on their ethnicity, age, gender, disabilities, sexual orientation, religious beliefs, political opinions, family status, social origins, or other such characteristics.

Similarly, we do not condone any form of harassment including violence, sexual harassment, punishment, or abuse of any kind. We do not allow forced or child labour. We respect our employees' right to organize themselves, join or not join associations and trade unions, and collectively bargain with the company. Where needed, we seek to facilitate other forms of worker representation.



## Dealing with misconduct

We have mechanisms in place that allow us to quickly detect and remedy any misconduct, and ensure that it does not happen again.

## Identify risk situations

We have extra control over human rights in situations where the risk of violating them increases. This can be, for example, when we do business with companies in countries that do not have the same view of human rights, or if in our operations we use resources that may jeopardize people's need for clean water or other things for a tolerable life. We want to be a positive force to protect human rights by offering solutions in these situations.

## Protect basic principles and employment rights

Everyone has the right to humane conditions at work, this also applies to our suppliers' employees. Of course, we do not tolerate forced or child labor.

## To avoid complicity

We make sure that we are neither directly, indirectly or passively complicit in violating human rights. This means, for example, renouncing benefits that may arise from someone else infringing the rights and daring to speak out and influence if they do.



**ESVAMA**

