



GMA's Code of Conduct

Responsibility in environmental, ethical and social issues

The purpose of the Code of Conduct is for GMA to have a platform on how the company takes responsibility for how we affect society, from both an economic, environmental and social perspective. Clear responsibility enhances both competitiveness and position as an attractive employer, while promoting a healthy business culture.

Principles of the Code of Conduct

GMA's Code of Conduct is based on the 10 principles developed within the framework of the UN Global Compact. The Code of Conduct deals with human rights, labor law issues, the environment and anti-corruption. These areas cover the essential parts of the responsibility that is natural to take for GMA. The basic principles of the Code of Conduct are:

HUMAN RIGHTS

1. GMA supports and respects the protection of international human rights.
2. GMA is not involved in human rights violations.

LABOR LAW

3. GMA maintains freedom of association in accordance with local law and all employees are free to start or participate in trade union activities. GMA recognizes the right to collective bargaining regarding terms of employment.
4. All forms of forced labor are prohibited and employees are entitled to cancel their employment in accordance with local legislation or employment contracts.
5. GMA waives all types of child labor. No person under the age of 15 shall be employed and, in particular, demanding information is required that the person is at least 18 years of age.
6. All discrimination, regardless of ethnicity, color, gender, religion, political opinion, national origin, social origin, age, disability, HIV / AIDS status, union membership, and sexual orientation, shall be avoided in employment or occupation. Physical or mental harassment is strictly prohibited.

ENVIRONMENT

7. GMA supports the precautionary principle regarding environmental risks: "Where there is a threat of serious or irreversible damage, lack of complete scientific certainty must not be used as a reason for postponing cost-effective measures to prevent environmental degradation".
8. Innovative solutions that reduce environmental impact are encouraged and GMA takes active initiatives to promote greater environmental responsibility.
9. GMA encourages the development and dissemination of environmentally friendly technologies. Sustainable development is a key word and GMA works with environmental issues from a preventive perspective.

ANTICORRUPTION

10. GMA works against corruption in all its forms, including extortion and bribery, as well as being proactive develop strategies and concrete programs to deal with corruption both internally and in the company's supply chains.

Responsibility for employment law

In addition to being included in the Code of Conduct, GMA's labor law liability is also regulated in our ISO 9001/14001 certification under the section Work Environment Policy. This means that we undergo a third-party certification in the area every year to ensure that we maintain the routines that exist in the area.

Environmental responsibility

Environmental issues are an area that is affected by GMA's Code of Conduct and also by the fact that the company maintains an ISO 14001 certification. The Code of Conduct and ISO 14001 certification call for activities that lead to a developed environmental responsibility and preventive measures to prioritize environmentally friendly solutions. The areas of GMA that have the greatest environmental impact are transport, heating of premises, choice of raw materials, travel and use of packaging materials. GMA is constantly striving to find the best environmental solutions in these areas and to support development initiatives there. Another important part of the environmental work is to offer customers climate-smart and high-quality components. GMA's high product expertise provides good opportunities to influence the customer's choice of component from an environmental perspective.