

This Code of Conduct is based on the Universal Declaration of Human Rights and is about social responsibility, treating employees with respect and dignity and providing decent working conditions.

This code is a minimum standard for Altis

By promoting the Altis code of conduct in our supply chain we want to commit Altis suppliers and their sub- contractors to behave in an ethical and responsible manner.

If this cannot be guaranteed Altis will keep the right to end the relationship immediately .

Altis also is aware of her own responsibility and the impact of its activities towards the environment: products, waste control, recycling, reducing energy, an efficient transport system etc.

Legal compliance

Suppliers must comply with all applicable international, national and local laws. They respect all the international treaties. We trust them to have all the necessary licenses and concessions.

Altis also expects compliance to environmental laws

If local industrial standards are more strict than local law, this industrial standards will be leading.

Altis expects that her suppliers do not offer, demand or knowingly benefit from corruption or bribes.

Rules regarding the employees

Child labor will not be accepted, under no circumstances.

Forced, bonded or compulsory labor, including modern forms of slavery must not be used or benefitted from. We cannot accept people being forced to work against their will, under pressure or from a threat or punishment.

Discrimination directly or indirectly in employment decisions will not be tolerated.

This includes decisions regarding hiring, promotion, termination, wages, access to benefits on grounds of race, color, sex, religion, age, ethnic origin, sexual orientation, trade union membership, health status.

Working hours will comply to national laws and industrial standards.

Wages will comply to the legal standards. Employees will be informed about the specifications of the wages. Monetary fines or deduction can only be conducted if permitted by national law and the wages should always be sufficient to cover food and housing.

Freedom of association and the right to collective bargaining must be guaranteed.

Health and safety in the working environment must be provided . There has to be decent lighting, ventilation, hygiene, and also the availability of protective equipment.