

Megalans AB – CSR-policy

Megalans and Sustainable Development

Corporate Social Responsibility (CSR) is often associated to large organizations with greater power and ability to influence their surroundings than a company of Megalans size.

However, we believe that the intention of CSR is that *all* should strive to be good members of society.

Megalans AB with subsidiary Megalans Remanufacturing AB, continually called Megalans, is a local actor with stakeholders both within and outside the establishment.

Activities shall be conducted in a way that meets the demands and expectations coming of a conscious approach to society and the world in large.

Megalans supports the UN Global Compact¹ and the ILO:s eight core conventions², which form the basis for this CSR-policy. This policy is also supported by our Quality- and Environmental policy.

The CSR-policy includes all employees and board members of Megalans. We also encourage all our business partners to adopt these principles.

Our CSR-policy has been implemented among all employees, has been officially published on our website and is used as an instrument when signing of agreements.

Human Rights

Megalans views on human rights are based on principles 1, 2 in "The Global Compact"

Principle 1 *Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence*

Principle 2 *Make sure they are not complicit in human rights abuses*

This means that within its sphere of influence Megalans supports and respects the principles of internationally proclaimed human rights.

We shall ensure that Megalans not will be complicit in violation of these rights.

Employees at Megalans shall, in relation to customers, suppliers, and other business contacts, work ethically and with high professional integrity, and avoid interference in relationships and activities that violate human rights.

Workplace Practices

Principle 3 *Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining*

Principle 4 *The elimination of all forms of forced and compulsory labour*

Principle 5 *The effective abolition of child labour*

Principle 6 *The elimination of discrimination in respect of employment and occupation*

ILO convention no. 29 concerning forced or compulsory labor

ILO convention no. 105 concerning the abolition of forced labor

ILO convention no. 111 about the prohibition of discrimination in the workplace and at work

ILO convention no. 138 concerning minimum age for admission to employment

ILO convention no. 182 concerning the prohibition and immediate action for the elimination of worst forms of child labor

For Megalans this means that we shall create working conditions that are consistent with these principles and comply with current legislation. Megalans shall refrain from business arrangement that violate these principles.

- Freedom of association and right to collective bargaining and agreements shall be respected
- No form of forced, compulsory or child labor is tolerated by us
- The minimum employment age is the age of completion of compulsory school
- We shall hire and treat our employees in a manner that does not discriminate with regard to gender, race, religion, age, disability, sexual orientation, nationality, political opinion, trade union membership, social or ethnic origin.
- Employees shall be offered a safe and healthy work environment

¹ "The Global Compact", includes principles on human rights, labor issues, environment and corruption aimed at businesses. The principles are based on the UN Declaration on Human Rights, the ILO core conventions on human rights in the workplace, the Rio Declaration and the UN Convention against Corruption.

² ILO - International Labor Organization is a tripartite organization in the United Nations representing employees, employers and governments who together have set up a legal framework for labor issues.



Environmental Principles

Based on principles 7, 8 and 9 in "The Global Compact"

Principle 7 Business should support a precautionary approach to environmental challenges

Principle 8 Undertake initiatives to promote greater environmental responsibility

Principle 9 Encourage the development and diffusion of environmentally friendly technologies

Megalans has an Environmental management system that is third part certified in accordance to the requirements in SS-EN ISO 14001. We continually work with;

❑ Resource Efficiency

We shall ensure that our processes are designed in such a way that energy and raw materials are used efficiently and that we are taking care of the waste that our business generates in an environmentally manner.

❑ Precautionary- and substitution principle

We are applying the precautionary- and substitution principle by avoiding materials and methods that can provide environmental and health risks when better alternatives are available.

❑ Environmental Performance

We conduct audits, follows up our environmental impact, works with continuous improvements and verifies legal compliance.

Business Principles

Relations with Business Partners

Megalans relationships with business partners shall be characterized by integrity, impartiality and fairness. Our views on corruption are based on principle 10 of "The Global Compact"

Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery

Employees at Megalans shall not offer or accept payments, gifts or other compensation or benefits in violation of applicable law, reasonable and generally accepted business practices or which may affect the objectivity of the business decisions.

Compliance with laws

Megalans shall comply with applicable laws and take into account international norms and values.

Compliance with CSR-policy

It is management who is ultimately responsible for our CSR-policy compliance.

Each manager within his or her duty is also responsible to ensure that all employees and business partners are informed about the content in our policy.

Reports of violations of this code may be done anonymously and confidentially to our CSR-manager.

Megalans AB



Göran Andersson, CEO

