



Code of Conduct

Cebex AB is a subsidiary in the group Scandinavian Ceramics A/S, a family-owned company in the glass and ceramic business, and the following guidelines applies to the entire organization.

Cebex and the Danish sister company Cerama A/S has for several years been working to improve the offering to customers in relation to environmental and social sustainability, easily said but hard in practice. Some of the decisions made during the years has been taken without consideration to how it may impact sales i.e., when we, as one of the first companies in the Nordic market, decided to exclude all lead and cadmium glazes from our product range.

The ambition of being in the front seat of this development in the market has not changed, in fact we try to take it even further and we now want to initiate a movement in the same direction in the value chains in which we are included.

Further on, we will try to inspire our business partners to take sustainable steps.

When looking into the level of maturity of the industry in terms of sustainability, our opinion is that it calls for an effort to inspire a change rather than trying to demand a change. It is also the approach to cooperation that Cebex prefers. That means there is a good connection between our values and the perception of the path to success.

The goal is that all our suppliers will receive and can actively relate to our Code of Conduct before the end of 2021, but we are aware it will create an overnight change, there will probably always be things to improve, and we see this as a continuous work.

Why do we have a Code of Conduct?

It makes sense for us to pursue green and health preparations for customers and for customers' customers and users. The task as supplier and subcontractor in this industry is especially complex due to the many technical aids that have historically been used in many of the products. Heavy metals can be used as an example. These are legal products that the market demands.

Uneven implementation of EU legislation also helps to maintain a significant complexity.

Cebex wants to work to ensure that educational institutions, glass artists and ceramics also can find the most secure products in the market from us and our co-operative partners in the future.

As a subsidiary of Scandinavian Ceramics, we are involved in a continuously development of better products and treasure the collaboration with colleagues in the value chain to be able to pursue more improvements. With all this in mind, we consider the Code of conduct a useful instrument.

Cebex has chosen to use the current CLP legislation and the requirements of the Cradle to Cradle Certified™ Product Standard, as a framework for the work with the ongoing improvements.

It should not be perceived as a rejection of UN global compact's 17 Sustainable Development Goals or other frameworks. It must be seen as a necessary focus aligned with the opportunities to pursue our sustainable ambitions and we would like to encourage others to consider developing their own code of conduct.



Target groups and use

This Code of Conduct sets forth essential target requirements expected from our suppliers (“the Supplier”) as well as from Cebex and our partners. This Code of Conduct applies to all suppliers.

It is our ambition that all suppliers over time will ensure that their sub-suppliers and other third parties acting on their behalf do not violate the standards of this Code.

Cebex expect the Supplier over time to establish and maintain adequate procedures to obtain sufficient knowledge of own and any sub suppliers’ businesses’ level of compliance with the suppliers Code of Conducts.

Furthermore, the Supplier is obliged to establish and maintain adequate procedures, including monitoring, to ensure compliance with our Code of Conduct. The Code of Conduct should be regarded as a part of any business relation with our organization and should thus be considered part of any contract or agreement regulating such business relation.

Compliance with laws and regulations

The Supplier comply with all applicable local and national laws, rules, regulations and requirements of the country in which they grow, manufacture, distribute or provide products or services. If not, we expect to be informed of the deviations and of the plans to get it improved.

Compliance with international labour standards

Additionally, we expect the Supplier to respect and comply with internationally proclaimed human rights and international labour standards as defined by core conventions of the International Labour Organization (ILO). If not, we expect to be informed of the deviations and of the plans to get it improved.

Freely chosen employment

The Supplier refrain from any engagement in or benefit from any form of forced or compulsory labour. All employment must be freely chosen. Forced or bonded labour or involuntary prison labour is not to be used. All work will be voluntary, and workers should be free to leave upon giving reasonable notice.

Freedom of association

The Supplier acknowledge and respect the legal rights of employees the freedom of association and the right to join or to refrain from joining worker organizations of their choice, including trade unions, and to bargain collectively.

No child labours

Child labour is strongly condemned by us. The term “child labour” refers to work that is mentally, physically, socially, or morally dangerous and harmful to children, and interferes with their schooling.

The Supplier do not recruit, engage or support the use of child labour and should respect and realize the principles of ILO Convention no. 138 on the minimum age for admission to employment and work; ILO Convention no. 182 on the worst forms of child labour; and ILO Convention no. 006 on Night work of young persons.



No discrimination

The Supplier hire, compensate, promote, discipline, and provide other conditions of employment based solely on an individual's performance and ability to do the job. Supplier will refrain from any discrimination of employees based on race, colour, age, sex, sexuality, religion, political opinion, nationality, marital status, social origin, ethnic origin, physical or mental disabilities or any other legally protected status.

Respect and dignity

The Supplier treats all employees with respect and does not engage in or support the use of corporal punishment, threats of violence, verbal, physical or visual abuse or other forms of mental, sexual or physical coercion or any forms of harassment or bullying.

No excessive working hours

The Supplier complies with applicable laws with respect to the number of working hours per day and the number of days worked in a week. The Supplier respect and realize the principles of ILO Convention No. 001 on Hours of Work.

Legal and fair compensation

The Supplier compensates employees relative to the industry and local labour market. The Supplier operates in full compliance with applicable laws and regulations regarding wages, work hours, benefits and binding agreements, including overtime work and other pay arrangements.

Safe and healthy working conditions

The Supplier provides employees with a safe and healthy workplace in compliance with all applicable laws and regulations. The Company shall draw up and comply with clear rules and procedures concerning health and safety in the workplace. Safety equipment shall be provided to and used by employees.

Emergency exits shall be provided on all floors and be clearly marked and well-lit, shall not be blocked, and shall be accessible for evacuation during working hours. All employees shall have access to clean toilets and drinking water, and hygienic and (where required) well-adapted areas for storing food. All employees shall receive regular, documented health and safety training.

One of the members of the Company's management shall be assigned specific responsibility for the health and safety of the Company's employees. If the Company offers sleeping areas, they must be clean, secure and sufficiently ventilated, with access to clean sanitary facilities and clean drinking water.

Environment

The Supplier comply with local laws and standards with respect to environmental and climate issues. The Supplier proactively takes necessary precautions and actions to minimize the adverse environmental and climate impacts of its activities and base any approach to environmental and climate related issues on a principle of caution. The Supplier chooses the most environmentally friendly product, method or technology when supplying any of our companies in our organization.

When contracting with sub suppliers, the Supplier is obliged always to take environmental issues into account. If not, we expect to be informed of the deviations and of the plans to get it improved.



With the brand Green Line, Scandinavian Ceramics with the subsidiaries Cebex and Cerama has gone beyond existing legislation in several business areas and wants to continue to develop a circular business model in the future.

This requires us to look for business partners in the industry to continue this development. The goal is to create better business by offering customers cleaner and healthier products

Anti-Corruption

Any form of corrupt practices is unacceptable for Cebex, regardless of local laws and practices. The Supplier does not engage in any corrupt practices with any other party to advance the Supplier's or Cebex's business interests. Such acts should be reported to Cebex.

If not, we expect to be informed of the deviations and of the plans to get it improved.

Problem notification

The Supplier will inform Cebex immediately if it learns of anything that may indicate a quality, safety or labeling problem affecting the supplied goods or our products, or that could cause the Supplier to breach its agreements with us.

Monitoring compliance

We encourage the Supplier to take necessary steps to inform its employees, agents and subcontractors of the principles set forth in the Code of Conduct and to take appropriate action to ensure understanding of and compliance with its principles.

Non-compliance with the Code of Conduct

Scandinavian Ceramics with its subsidiaries, Cebex AB and Cerama A/S wants to enter into a dialogue with the partners and suppliers who are unable to comply with our Code of Conduct.

Revisions to the Supplier Code

The Cebex Code of Conduct will be reviewed on a regular basis and updated as necessary. The latest version of the Code of Conduct will be posted on the Cebex corporate website www.cebex.se.