

BALTIC SAFETY PRODUCTS AB

Here at Baltic Safety we love boats, water, sun, sailing and canoeing. In short, we love everything to do with water. Therefore, we have devoted our time to make life safer on or around water and to have fun in safety and comfort.

We are a Swedish company that has made lifejackets since 1977. For more than 30 years we have kept to the philosophy that it is impossible to compromise quality and functionality, and this philosophy has made us the largest manufacturer in Europe with distributors in over 50 countries.

As market leader, we are the company leading development. This we do. Regarding function and design we are the leaders.

OUR ENVIRONMENTAL POLICY

Baltic Safety Products AB intends that its activity shall be as harmless to nature as possible by reducing the environmental load and economising on the Earth's resources.

By constant improvements and preplanning to accomplish a manufacturing process that efficiently uses energy and raw materials to minimise harmful environmental effects. This we intend to accomplish by implementing the following:

We only use electricity that comes from renewable energy sources such as wind and water.

Focusing on the effective usage of the raw material in the design and development process to minimise waste.

Applying the intentions of the Montreal protocol and its amendments by not using materials, machines or appliances that contain substances harmful to the ozone layer.

Not using production or storage methods which contributes to the greenhouse effect by using carbon based fuels.

Minimising the usage of materials that when burned, produces ecologically harmful gases.

Optimising logistics to reduce the transportation needs to lower the carbon dioxide production.

Limiting the usage of electricity through storing in a cold, dehydrated environment and a temperature policy in warm premises.

Using energy saving office appliances and fluorescent lamps.

The use of recyclable packaging materials wherever possible.

Only using contractors licensed by the relevant authority for recycling of computers and other waste management.

Waste separation to recycle plastic, cardboard and paper.

Recycling toner cassettes, inkjet cartridges and old batteries.

Never burning waste materials.

Not storing any environmental hazardous substances.

The environmental policy should be considered constantly as part of the ongoing process of continuously educating and informing our employees in environmental issues.

OUR ETHICAL TRADING POLICY

Baltic Safety Products AB policy of ethical trading is based upon the principles and basic rights defined by the United Nations (UN), International Labour Organisation (ILO) and Ethical Trading Initiative (ETI).

Baltic Safety Products AB as far as it is reasonable and practically viable will ensure that our own activities, suppliers and sub-contractors will follow this policy.

SAFE, HYGIENIC WORKING CONDITIONS

Safe and hygienic working environment shall be provided. There must be a continuous policy in place to prevent accidents and health risks associated with the working environment.

EMPLOYMENT FREELY CHOSEN

There shall be no forced or involuntary labour. Workers must not be required to leave deposits or identity papers with their employer and shall have the freedom to leave their employment after statutory notice.

CHILD LABOUR SHALL NOT BE USED

There shall be no child labour or recruitment of child labour. For the definition of a child we refer to the ILO Minimum Age Convention no. 138.

Persons under the age of 18 (years) shall not to be hired for work in dangerous environments. Suppliers and contractors should be aware of the above regulations and if detected they must take appropriate action.

REASONABLE WAGES AND TERMS OF EMPLOYMENT

Wages, benefits and terms of employment shall not be below the minimum of both national and international standards. Employees shall be informed of their terms of employment by notice and in writing.

REASONABLE WORKING HOURS

Both the length of the working day and the total amount of working hours per month shall not exceed national or international laws and standards.

REGULAR FORM OF EMPLOYMENT

Work performed must be under regulated terms of employment accepted by both national and international law.

NO DISCRIMINATION

There shall be no discrimination in hiring, compensation, training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation or political affiliation.

NO INSULTING OR INHUMAN TREATMENT

No physical or mental abuse, threats or harassment of any kind including sexual, verbal and non-verbal, or any other kind of degrading treatment can be accepted.

This policy is considered as the lowest standard that we at Baltic Safety Products AB can set ourselves our suppliers and sub-contractors. Baltic Safety Products AB strive to ensure our suppliers and sub-contractors make their employees aware of this policy.

Issue: 1, April 2005
Baltic Safety Products AB,
Älgårås, Sweden

The personal data controller is Baltic Safety Products AB (company identification number 556200-0777), a Swedish company registered with the Swedish Companies Registration Office and has its registered office in Älgårås.