

Corporate Social Responsibility policy - Nevita AB 20220318 (ver 1.1)

CSR policy

The intent of the CSR policy is to provide an auditable, voluntary standard, based on the UN Declaration of Human Rights, ILO and other international human rights and labor norms and national labor laws, to empower and protect all personnel within an organization's control and influence who provide products or services for that organization, including personnel employed by the organization itself and by its suppliers, sub-contractors, sub-suppliers and home workers.

Nevita shall comply with local, national and all other applicable laws, prevailing industry standards, and other requirements to which the organization subscribes. When such laws, standards or other requirements to which the organization subscribes and this standard address the same issue, the provision most favorable to workers shall apply.

The organization shall also respect the principles of the following international instruments:

ILO Convention 1 (Hours of Work – Industry) and Recommendation 116 (Reduction of Hours of Work)
ILO Conventions 29 (Forced Labour) and 105 (Abolition of Forced Labour)
ILO Convention 87 (Freedom of Association)
ILO Convention 98 (Right to Organise and Collective Bargaining)
ILO Conventions 100 (Equal Remuneration) and 111 (Discrimination – Employment and Occupation)
ILO Convention 102 (Social Security - Minimum Standards)
ILO Convention 131 (Minimum Wage Fixing)
ILO Convention 135 (Workers' Representatives)
ILO Convention 138 and Recommendation 146 (Minimum Age)
ILO Convention 155 and Recommendation 164 (Occupational Safety and Health)
ILO Convention 159 (Vocational Rehabilitation and Employment - Disabled Persons)
ILO Convention 169 (Indigenous and Tribal Peoples)
ILO Convention 177 (Home Work)
ILO Convention 181 (Private Employment Agencies)
ILO Convention 182 (Worst Forms of Child Labour)
ILO Convention 183 (Maternity Protection)
ILO Code of Practice on HIV/AIDS and the World of Work
Universal Declaration of Human Rights
The International Covenant on Economic, Social and Cultural Rights
The International Covenant on Civil and Political Rights
The United Nations Convention on the Rights of the Child
The United Nations Convention on the Elimination of All Forms of Discrimination Against Women
The United Nations Convention on the Elimination of All Forms of Racial Discrimination
UN Guiding Principles on Business and Human Rights

Nevita's management has informed all employees of the principles in this policy. This policy is displayed in our office as to make it official and visible for our employees and customers,

Signed by:



Jan-Olof Andersson
CEO
Nevita AB
Date: 2022-03-18