



Rimaster's Code of Conduct

Valid as from 2019-12-18

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|------------------------|--|
| Human rights | Rimaster support, respects and follows all laws of human rights in the countries where we are operating. |
| Labour | <p>As local or relevant laws allows, all employees are free to form, join or not to join unions and have the right to collective bargaining.</p> <p>No form of forced or compulsory labour is tolerated by Rimaster and all employees have the right to leave their employment according to contracts or local laws.</p> <p>Rimaster is not involved in any form of child labour or other forms of exploitations of children. No one is employed below the completion of compulsory school or under the age of 15. No one under the age of 18 is employed for hazardous work within Rimaster.</p> <p>Discrimination is not tolerated at Rimaster, nor is harassment such as physical, psychological abuse or intimidation in any form.</p> |
| Environment | <p>Rimaster has a precautionary approach towards environmental challenges which means that we favour environmentally friendly alternatives when available.</p> <p>Also, innovative developments in products and services that offer environmental and social benefits are given priority within Rimaster.</p> |
| Anti-corruption | Rimaster's reputation of honesty, integrity and responsibility must be upheld and any involvement in bribery, extortion or corruption is not tolerated in any form. |

Uppförandekod

När vi utför vårt arbete och när vi representerar Rimaster, är det viktigt att var och en av oss agerar på ett ekonomiskt, socialt och etiskt ansvarsfullt sätt. Det är det enda sättet för att säkerställa en positiv och hållbar ekonomi och social utveckling och det är det enda sättet att säkerställa en långsiktig förtroende bland kunder, leverantörer och i samhället omkring oss.

Vår uppförandekod grundar sig på FN:s Globala Compact's tio principer inom områdena mänskliga rättigheter, arbetsrätt, miljö och antikorrupktion. Ett grundläggande minimikrav är att vi följer lagar och regler i varje land där vi är verksamma.

Mänskliga rättigheter: Rimaster stödjer, respekterar och följer alla lagar om mänskliga rättigheter i de länder där vi är verksamma.

Arbetsrätt: Som lokala eller andra tillämpliga lagar tillåter är alla anställda fria att bilda, gå med eller inte gå med i facket och med rätt att förhandla kollektivt.

Ingen form av tvångsarbete tolereras av Rimaster och alla anställda har rätt att lämna sin anställning enligt avtal eller lokala lagar.

Rimaster accepterar inte någon form av barnarbete eller någon annan form av exploatering av barn. Ingen person anställs innan slutförd grundskola eller under 15 år. Ingen yngre än 18 år får utföra riskfyllt arbete inom Rimaster.

Diskriminering tolereras inte på Rimaster, inte heller trakasserier såsom fysisk eller psykisk misshandel eller hot i någon form.

Miljö: Rimaster tillämpar försiktighetsprincipen vid miljöutmaningar vilket innebär att vi gynnar miljövänliga alternativ när sådana finns.

Vidare prioriteras innovativ utveckling av produkter och tjänster då de medför miljömässiga och sociala fördelar.

Antikorrupktion: Rimasters rykte beträffande ärlighet, integritet och ansvarstagande måste upprätthållas varför inblandning i mutor, utpressning eller korrupktion inte tolereras i någon form.

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Kodeks postępowania

Kiedy wykonujemy nasze obowiązki oraz gdy reprezentujemy firmę Rimaster, ważne jest aby każdy z nas działał w ekonomiczny, społeczny i etyczny sposób. To jest jedyna droga aby zapewnić pozytywny, zrównoważony finansowy i społeczny rozwój oraz jest to konieczne w celu zapewnienia długoterminowej współpracy opartej na zaufaniu z klientami, dostawcami oraz z otaczającą społecznością.

Nasz kodeks postępowania oparty jest na dziesięciu kompaktowych międzynarodowych zasadach w zakresie praw człowieka, standardów pracy, ochrony środowiska i przeciwdziałania korupcji. Podstawowym wymaganym minimum jest przestrzeganie prawa i regulacji każdego z krajów, w którym działamy.

Prawa człowieka: Rimaster wspiera, respektuje i postępuje zgodnie ze wszystkimi przepisami dotyczącymi praw człowieka w miejscach, w których działamy.

Praca: jak stanowią przepisy lokalne, każdy pracownik ma swobodę w tworzeniu, przyłączaniu się lub nie przyłączaniu się do związków zawodowych oraz ma prawa do rokowań zbiorowych.

Żadna forma pracy przymusowej nie jest tolerowana przez firmę Rimaster oraz wszyscy pracownicy mają prawo do rozwiązania umowy zgodnie z warunkami w niej zawartych lub lokalnymi przepisami.

Rimaster nie jest zaangażowany w zatrudnianie nieletnich lub w inne formy ich wyzysku. Nikt nie jest zatrudniany poniżej zakończenia obowiązku szkolnego lub poniżej 15 roku życia. Nikt poniżej 18 roku życia nie jest zatrudniany do wykonywania niebezpiecznych czynności w firmie Rimaster.

Dyskryminacja, ani żadne nękanie fizyczne, psychiczne, nadużycia lub zastraszanie nie jest tolerowane w firmie Rimaster w żadnej formie.

Środowisko: Rimaster ma ostrożne podejście do wyzwań ekologicznych co oznacza, że faworyzujemy przyjazne środowisku alternatywy kiedy jest to tylko możliwe.

Ponadto traktujemy priorytetowo rozwój produktów, usług oferujących środowiskowe i społeczne korzyści.

Przeciwdziałanie korupcji: Reputacja firmy Rimaster jest oparta na uczciwości i rzetelności. Odpowiedzialność musi zostać wyciągnięta od działań zaangażowanych w przekupstwo, wymuszenia i korupcję, których nie tolerujemy w żadnej formie.

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行为准则

当我们履行职责，当我们代表瑞马斯特时，至关重要的是，我们每个人按照经济、社会和道德责任的方式进行。这是为确保一个积极的和可持续发展的经济和社会发展的唯一途径，是确保维持与客户、供应商和我们周围社会长期信任的唯一途径。

我们的行为准则是根据联合国全球契约在人权、劳工、环境和反腐败方面的十项原则。一个基本的最低要求是我们遵守有业务运营的各国的法律法规。

人权：瑞马斯特支持、尊重并遵守我们有业务运营的所有国家的人权法律法规。

劳工：由本地或相关法律允许，所有员工可自由形成、加入或者不加入工会并拥有集体谈判权。

任何形式的强迫或强制劳动是瑞马斯特不能容忍的，所有员工有权根据劳动合同或者当地法律结束他们的雇佣。

瑞马斯特不以任何形式雇佣童工或参与其他任何形式的儿童剥削。不雇佣任何未完成义务教育或者年龄不满 15 周岁的人员。不雇佣不满 18 周岁的人员从事危险工作。歧视是瑞马斯特不能容忍的，任何形式的骚扰，无论身体的或者任何形式的心理虐待和恐吓也不能容忍。

环境：瑞马斯特对环境挑战有可预防倾向，即我们倾向于环保性的选择。

此外，瑞马斯特在产品和服务的创新发展中能对环境和社会产生有益作用的将会被优先考虑。

反腐败：瑞马斯特诚实、正直和负责的声誉必须坚持，而任何形式的的贿赂、勒索或者贪污腐败都是不能容忍的。

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Kodeks ponašanja

Kada izvršavamo dužnosti i kada predstavljamo Rimaster, od vitalnog je značaja da svako od nas postupa na ekonomičan, socijalno i etički odgovoran način. Ovo je jedini način da se osigura pozitivan i održiv finansijski i socijalni razvoj, kao i da se osigura dugoročno poverenje među korisnicima, dobavljačima i društvu oko nas.

Naš kodeks ponašanja zasniva se na deset principa Globalnog dogovora UN u oblasti ljudskih prava, rada, životne sredine i borbe protiv korupcije. Fundamentalni minimum zahteva jeste da se pridržavamo prava i zakona svake zemlje u kojoj poslujemo.

Ljudska prava: Rimaster podržava, poštuje i prati sve zakone o ljudskim pravima u zemljama u kojima posluje.

Rad: Kako lokalni ili relevantni zakoni omogućavaju, svi zaposleni su slobodni da kreiraju sindikat, da mu se pridruže ili da mu se ne pridruže i imaju pravo da kolektivno pregovaraju.

Rimaster ne toleriše nikakav oblik prinudnog ili obaveznog rada i svi zaposleni imaju pravo da napuste svoje poslove u skladu sa ugovorom ili lokalnim zakonima.

Rimaster nije uključen u bilo kakvu vrstu dečijeg rada ili drugu vrste eksploatacije dece. Niko nije zaposlen pre završetka osnovnog obrazovanja ili pre navršene 15 godine života. Niko ispod 18 godine života nije zaposlen za rad sa opasnim materijama u okviru Rimastera.

U Rimastiru se ne toleriše diskriminacija niti zlostavljanje kao što je fizičko, psihičko zlostavljanje ili zastrašivanje u bilo kom obliku.

Životna sredina: Rimaster podržava princip predostrožnosti po pitanju izazova životne sredine što znači da se preferiraju ekološke alternative kada je to moguće.

Takođe, u okviru Rimastera prednost je data inovativnom razvoju proizvoda i uslugama koje nude socijalne i prednosti za životnu sredinu.

Borba protiv korupcije: Rimasterova reputacija iskrenosti, integriteta i odgovornosti moraju biti očuvani i svaka uključenost u podmičivanje, iznuđivanje i korupciju se ne tolerišu ni kom obliku.

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