

CSR POLICY

Like many other companies in our industry, we do not own the factories that make the goods we sell. Therefore, it is important that we take responsibility for the factory workers we employ, pay them a fair wage and ensure that they work in an equal environment.

Some of the products that we import ourselves have a code of conduct that our suppliers must follow. This code of conduct states the following.

- The suppliers must comply with rules, laws and conventions (ILO, UN conventions and industry standards).
- Child labor must not occur.
- Workers must have the right to organize and join unions.
- The work must not be involuntary or forced and the working hours must not exceed the national legal regulations.
- The employees' wages must correspond to the statutory minimum wage in the country. - Human rights must be maintained and discrimination must be abolished. - The company must have an environmental policy and actively work to reduce its environmental impact.

When we buy products from Swedish or European importers, we require that the importer has a functioning and documented CSR policy. Upon request, suppliers must be able to provide documentation showing that they are engaged in active CSR activities and how they work with factories to ensure that CSR requirements are met.

Corporate Management Team of Wellkar Imex
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