



# Code of Conduct

Together for Responsibility and  
Sustainable Development

**amokabel**  
CABLE FOR LIFE

## Introduction

As a leading player in the cable industry, Amokabel strives to act with responsibility, respect, and long-term vision in every part of our operations. This Code of Conduct serves as an ethical and legal framework that clarifies our shared values and expectations – not only within Amokabel, but also towards our suppliers, partners, and other external stakeholders. The Code is based on internationally recognized standards such as ISO 9001, ISO 14001, ISO 45001, as well as the UN Global Compact's 10 principles and applicable legislation.

The Code of Conduct expresses our commitment to human rights, decent working conditions, environmental responsibility, business ethics, and a safe, transparent organization. Everyone working with or for Amokabel is expected to adhere to this Code, integrate it into their business processes, and contribute to a culture of respect, inclusion, and continuous improvement.



## Human Rights and Working conditions

We respect the dignity and rights of all individuals. Within our operations, as well as in our supply chain, all individuals must be treated fairly, equally, and with respect – regardless of gender identity, age, ethnic background, religion, disability, sexual orientation, political opinion, union affiliation, social background, family status, marital status, or any other protected category under applicable law.

Work must always be voluntary and under decent conditions. We do not tolerate child labor and comply with ILO conventions on minimum age and working conditions. No one under the age of 15 shall be employed, and for particularly demanding tasks, the minimum age is 18. Forced labor, human trafficking, or restrictions on individual freedom are strictly prohibited. All employees must have fair employment conditions in line with national labor laws, relevant collective agreements, and international labor standards such as ILO conventions. Employment contracts must be written, understandable to the employee, and provide at least the statutory minimum wage – though we encourage striving for living wages.

We recognize the right to unionize and to collective bargaining in accordance with local law, and we promote open and respectful dialogue between employers and employees. The work environment must be free from harassment, threats, violence, or any other forms of abusive behavior. Physical or psychological harassment is strictly prohibited. A respectful and inclusive workplace is fundamental to our operations.

## Health, Safety and Wellbeing

We actively work to ensure that all employees, consultants, and temporary staff have a safe, secure, and healthy working environment. This includes providing protective equipment, relevant training, and ergonomically adapted workstations. Risks must be clearly communicated, and emergency procedures – such as for fire, accidents, and evacuation – must be known and accessible to all.

We ensure good hygiene, access to clean water, and well-maintained staff facilities. We monitor physical strain in work tasks and strive to prevent injuries and illnesses through improved work routines.



## Environmental Responsibility and Sustainable Development

We acknowledge our responsibility to reduce our environmental impact and contribute to sustainable development. Therefore, every part of our organization and our partners is expected to strive to reduce emissions, waste, and resource consumption. We encourage the use of environmental management systems, particularly ISO 14001, and continuously work to measure, document, and improve our environmental performance.

We adopt a preventive approach, prioritizing environmentally friendly solutions, avoiding harmful substances, and minimizing the use of finite resources. Hazardous substances must be handled with great care and in accordance with regulations such as REACH and RoHS. Training, clear labeling, and safe handling are essential. We also promote innovation in circular solutions, renewable energy, and resource-efficient products. Sustainability should be an integrated part of our business strategy, and through collaboration, transparency, and innovation, we aim to be a positive force for sustainable development in the broadest sense.



## Ethical Business Conduct, Competition and Digital Integrity

Our business must be characterized by transparency, integrity, and respect for fair market principles. We do not tolerate bribery, corruption, extortion, improper payments, or anti-competitive practices. We comply with local competition laws and always act according to sound business ethics.

Conflicts of interest must be avoided and, if they arise, must be handled openly and responsibly. We protect intellectual property and confidential information – both our own and that of our partners. All handling of personal data must comply with the GDPR and applicable data protection legislation. This includes, for example, names, contact information, employment data, and any sensitive data such as health information – in connection with recruitment, HR administration, business relations, and digital communication. The division of responsibilities between data controller and data processor must be clearly defined in agreements and routines. We expect responsible use of digital tools and take cybersecurity seriously throughout the value chain.



## Consumer Rights

Amokabel always acts in accordance with good business practices when conducting transactions with consumers and ensures that products and services meet all legal and quality requirements.

## Responsible Leadership and Compliance

To ensure compliance with our Code of Conduct, we require management systems, routines, and control mechanisms to be in place. Amokabel reserves the right to conduct audits, both announced and unannounced, of its partners. Documentation demonstrating compliance must be available and presented upon request.

We provide continuous training in areas such as leadership, labor law, ethics, environmental issues, and business conduct, to enhance employee knowledge and awareness. Training is tailored to needs, for example, when legislation, internal guidelines, or business operations change. We encourage everyone to act upon suspicion of misconduct. Our whistleblower channel allows anonymous reporting, and all reports made in good faith are protected from retaliation. Our shared responsibility also means that we are constantly striving for improvement – socially, environmentally, and ethically.

## Responsible in the Supply Chain

We expect our suppliers and their subcontractors to share our values and comply with this Code of Conduct. This includes respect for human rights, environmental responsibility, business ethics, freedom of association, and compliance with legislation. Suppliers who fail in these areas must be prepared to implement corrective actions. In serious cases, the collaboration may be terminated.

## Zero Tolerance for Serious Violations

Amokabel has zero tolerance for violations of the ILO's core conventions, including child labor, forced labor, and any treatment that violates human dignity. The same applies to serious environmental crimes and violations of international humanitarian law. Such violations may result in immediate termination of the collaboration and, if necessary, legal actions.

## Our Shared Commitment

This Code of Conduct is more than a document – it is a statement of our shared responsibility. We commit to following the Code, communicating it to all employees, subcontractors, and business partners, and to being a trustworthy actor in a sustainable and inclusive future.



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