



Lival Ethical Code of Conduct

Introduction

Lival develops and produces practical, efficient and economical lighting systems for the retail sector.

Lival is, according to its policy, committed to drive streamlined processes which cost effectively produce high quality products. We do this in compliance with occupational health and -safety, environmental and social responsibility principles and standards, respecting laws and regulations. Continuous improvements are made to increase the satisfaction of customers, staff and other stakeholders.

Lival is certified to SA8000 (www.sa-intl.org) which is an ethical standard that builds on the International Labour Organization (ILO) and UN declarations of human rights in the workplace and of the rights of the child.

Lival is committed to follow and promote the following ethical principles. Lival expects its suppliers and business partners to take a similar approach.

Ethical principles

Legal compliance

Lival complies with national and international laws and regulations in the countries in which we operate. Lival respects international norms of behaviour and is guided by international treaties and recommendations such as the UN's Universal Declaration of Human Rights and Convention on the Rights of the Child, the ILO's Declaration on Fundamental Principles and Rights at Work.

Fair operating practices

Anti corruption

Lival has zero tolerance for bribery and corruption. Offering or accepting bribes and corporate gifts or any other financial benefits for the purpose of influencing decision making are prohibited.

Confidentiality

Lival is committed to confidentiality concerning communication with business partners.

Respect for human rights

Lival respects human rights.

Child labour

Lival has a zero tolerance policy concerning child labour and complies with ILO Convention 138.

Health and safety

At Lival health and safety issues are high priority. Our aim is zero accidents and a wellbeing and healthy staff in a safe working environment. Lival is certified to OHSAS 18001.

Forced and compulsory labour

Lival has zero tolerance policy concerning forced and compulsory labour.

**Freedom of association & right to collective bargaining**

Lival respects that all personnel have the right to form, join, and organize trade unions of their choice and to bargain collectively on their behalf with the company.

Discrimination

All employees are equal regardless of race, national or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition that could give rise to discrimination. Lival does not accept discrimination or harassment of any kind.

Disciplinary practices

Disciplinary actions are not applied.

Working hours

Lival complies with applicable laws and industry standards including criteria laid out in the SA8000 standard on working hours and public holidays.

Remuneration

Lival respects the right of its personnel to a living wage and ensures that wages paid for a normal work week always meet at least legal or industry minimum standards and are sufficient to meet the basic needs of personnel and to provide some discretionary income.

Environment

At Lival, environmental issues are an integral part of business activities. Lival considers it a matter of conscience to search for solutions that enable a balance between economic growth and minimal ecological impact, e.g. Life Cycle thinking, material and energy efficiency as well as least possible waste and emissions. Lival is certified to ISO 14001