

	ENVIRONMENTAL AND HUMAN RIGHTS POLICY	Dok. 1.6.1 ed. 4
		2022-03-01
		Godkjent av: Tore Hansen

Aneta Lighting will, through our business and our products and services, work for a continuous improvement of our environmental impact and improved environmental standards locally and globally.

Aneta Lighting guarantee that our manufacturers will follow up their responsibility in any producer countries, linked to social responsibility, use of raw materials, emissions and pollution, packaging and labelling of products according to the prevailing international agreements and conventions, including:

- ILO (International Labour Organization - the UN international organization for employment)
- Human Rights (UN Universal Declaration of Human Rights)
- The UN Convention against Corruption
- The RoHS-directive 2011/65/EU RoHs (The EU Restriction of Hazardous Substances Directive) is followed by our manufacturers.
- REACH, Regulation (EC) No 1907/2006 concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals.

Aneta Lighting will be able to explain and document any request related to the above mentioned items on behalf of ourselves and our manufacturers.

Social responsibility:

Aneta Lighting are following the respective ILO conventions and we will ensure that our manufacturers do the same.

- Production Area shall comply with general human rights in accordance with the UN's Human Rights (Universal Declaration of Human Rights).
- State legislation related to working conditions in the country of manufacture must be observed (working hours, overtime pay, minimum wage, the right to organize, etc.). No forced labour shall occur. ILO Convention Nos. 1, 14, 29, 87, 98, 105, 131, 135 and 154 shall be followed.
- Child labour is prohibited for all production. Shall be in accordance with the Convention on the Rights of the Child (UN 1989) and Minimum Age Convention, and Worst Forms of Child Labour Convention. ILO Convention Nos. 79, 138 and 182 and ILO Recommendation No 146 shall be followed.
- Rights of indigenous peoples shall be safeguarded. ILO Convention No. 169 should

be observed.

- Discrimination in employment and professional practice shall not occur. ILO Convention Nos. 100 and 111 shall be followed.

- Health and safety will be maintained by the employer on all counts in relation to the employee (working environment, training etc). ILO Convention No. 155 and Recommendation No. 164 shall be followed.

Raw materials and products:

- Aneta Lighting and their manufacturers guarantee that raw materials used in production does not originate from illegal activities. All goods must be in accordance with international and national laws and regulations.

- All material used in Aneta Lighting's products shall follow the restrictions of hazardous substances in accordance with the RoHS-directive 2011/65/EU RoHS (The EU Restriction of Hazardous Substances Directive)

- Aneta Lighting and our manufacturers are obligated to follow Regulation (EC) No 1907/2006 - the REACH regulation.

- Tropical timber shall not be used in any of our products.

- No form of forest conservation from natural forests are to be used.

- All wood used in our products must be traceable. Primarily, the FSC or PEFC certification is used by our manufacturers.

Emissions / pollution:

- All production shall be conducted in such a way that emissions of greenhouse gases are reduced to a minimum.

- Emissions of production to the environment and the natural environment are checked and shall as a minimum comply with national emission regulations in the country of manufacture.

- All waste from production are to be handled in an environmentally sound and responsible manner.

Packaging of products:

- Aneta Lighting is a member of an approved recycling company for packaging optimization.
- All our packaging materials are recyclable.

Labelling of products:

- Our products are marked by the European authorities claim that at any given time is applicable.

Supplier hereby declare that they follow all aspects of Aneta Lighting's environmental and human rights policy. Supplier also declare that all sub-suppliers used by Supplier are following the same policy.

Date: _____

Company: _____

Authorised person: _____

Signature: _____