



# Polar Electro Social Accountability Policy

Polar Electro requires high ethical workplace standards in all locations where we operate. Polar Electro is a global company and therefore the social accountability principles are reviewed regularly to meet the regulations and agreements as specified in each country.

## Polar social accountability principles

- We prohibit the use of child labour or forced labour.
- We arrange all legally mandated benefits for employees.
- We ensure safe working conditions.

- We do not discriminate in recruitment and employment practices.
- We support equal employment opportunity.
- We are committed to providing a work environment in which all individuals are treated with respect and dignity.
- We ensure compliance with local working hour and compensation laws.

Polar Electro requires that its first tier suppliers adhere to the same principles. Moreover, we also request that first tier suppliers seek the same commitment from their respective suppliers.