

Swagelok Norway and Swagelok Sweden Labor and Human Rights Policy

Occupational Health and Safety

Swagelok Norway and Swagelok Sweden shall provide a sound and safe work environment. Occupational health and safety efforts must be preventive. Risks must be continuously assessed to enable protective measures. Swagelok Norway and Swagelok Sweden shall provide protective equipment and safety training for the performance of duties. In case of process disruptions, work safety must be prioritized over production.

Swagelok Norway and Swagelok Sweden employees must contribute to their own and their colleagues' sound and safe work environment by acting safely and following the instructions and procedures available, and alert to any risks and incidents. Swagelok Norway and Swagelok Sweden employees must not be under the influence of alcohol or drugs in the workplace.

Anti-Discrimination

Swagelok Norway and Swagelok Sweden shall not discriminate against any worker based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin, or marital status in hiring and employment practices. Workers with disabilities will be provided reasonable job accommodations as needed to perform their job function.

Fair Treatment

Swagelok Norway and Swagelok Sweden shall commit to a workplace free of harassment. Swagelok Norway and Swagelok Sweden shall prohibit harassment and unlawful discrimination in the workplace.

Prevention of Underage Labor

The use of child labor is strictly prohibited. Child labor refers to work that is mentally, physically, socially, morally dangerous or harmful for children, or improperly interferes with their schooling needs. The use of legitimate workplace apprenticeship programs, which comply with all applicable laws and regulations, is supported.

Working Hours

Swagelok Norway and Swagelok Sweden must ensure that their employees work in compliance with all applicable laws and mandatory industry standards pertaining to the number of hours and days worked. In the event of conflict between a statute and a mandatory industry standard, Swagelok Norway and Swagelok Sweden must comply with the one taking precedence under national law.

Wages and Benefits

Swagelok Norway and Swagelok Sweden shall provide all workers with wages and benefits that comply with all applicable laws and binding agreements, including those pertaining to overtime work and other premium pay arrangements.

Antislavery and Human Trafficking

Swagelok Norway and Swagelok Sweden shall not engage in human trafficking or the use of slave labor.

Freedom of association and collective bargaining

Swagelok Norway and Swagelok Sweden fully respects and supports workers democratic rights to participate or not participate in trade unions without fear of intimidation, pressure or reprisal. We support the International Labour Organization's (ILO) Declaration on Fundamental Rights and Principles at Work, including the ILO declaration on the freedom of association and the right to collective bargaining.