

Modström

PRINCIPLE 1	BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS
PRINCIPLE 2	BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES
PRINCIPLE 3	BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING
PRINCIPLE 4	BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR
PRINCIPLE 5	BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR
PRINCIPLE 6	BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

Our commitment and processes

Modström strongly supports all 6 principles concerning social responsibility, which is why all points are covered in our code of conduct and embedded in Modström core values and beliefs.

We believe that discrimination regardless of race, sex, colour or religion is unacceptable. Working conditions must be safe and hygienic as well as lodgings at our suppliers (if applicable). All work must be voluntary and child labour shall not be used. We respect and believe in the rights of association and collective bargaining.

In Denmark at Modström head office we follow Danish legislation and all employees have individual contracts. We have 6 weeks of vacation each year and all employees have an 8% private pension paid by the company. Besides this each employee has a yearly planned personal development/wellbeing interview.

Additional all employees are being introduced to our Employee Handbook, which is also covering social responsibility and proper conduct at Modström as a working place.

On the supplier side our policies are embedded in our Code of Conduct, in line with those recommended by NICE which is approved by United Nations as well as following ILO's principles on several points. We strive for long term relationships with our suppliers and seldom change suppliers. We believe that together we can grow and our suppliers have shown great interest in supporting our commitment to UNGC and they all have a very constructive view on human rights and workers standards, which in most cases are higher than the local laws. We stipulate that all suppliers sign our code of conduct to accept these terms cooperating with Modström.

Since committing to support UNGC in 2011 Modström has continuously been in dialog with our supplier to ensure the mentality about social responsibility is unchanged and to encourage a stronger commitment and work towards following UNGC 10 principles. When starting cooperation with new suppliers we carefully choose these looking into their standards on social responsibility. Several of the suppliers we work with are in some way certified with BSCI, ISO, SEDEX, SGS or other kind.

This is also why Modström has taken a conscious choice to support charity organizations or other news campaigns, where we feel our help can make a difference in regards to human and labour rights.