



Modern Slavery Policy

Our Commitment to Modern Slavery

Absorbest is determined to maintain high ethical standards in our business practices and act in a manner that supports human rights and prevents all forms of modern slavery. This Modern Slavery Policy reflects our commitment to creating a workplace that is free from exploitation, forced labor, and other forms of slavery.

The following principles underpin our policy:

1. Adherence to local and national laws

Absorbest will adhere to all local and national laws and regulations that govern working conditions, employment terms, and human rights.

2. Freedom of workers to terminate employment

We respect workers' right to terminate their employment when they wish, provided it is done in accordance with applicable employment agreements and laws.

3. Freedom of movement

No worker shall be hindered from freely moving within or outside the workplace. All our employees and contractors have the right to freedom of movement.

4. Freedom of association

We actively support our employees' right to organize, join labor unions, and engage in collective bargaining in accordance with applicable laws.

5. Prohibits any threat of violence, harassment, and intimidation

Absorbest condemns all forms of threats, violence, harassment, and intimidation against employees and contractors. We aim to create a working environment where everyone feels safe and respected.

6. Prohibits the use of worker-paid recruitment fees

We expressly prohibit the use of recruitment fees borne by workers. It is the company's responsibility to cover the costs of recruitment and employment of labor.

7. Prohibits compulsory overtime

We will not force our employees to work overtime. All overtime work will be conducted voluntarily and in accordance with applicable laws and agreements.

8. Prohibits child labor

We categorically prohibit the use of child labor in all our operations and supply chain. All employees must be above the legal age for employment.

9. Prohibits discrimination

We do not discriminate against anyone based on gender, race, ethnicity, religion, disability, age, or other protected categories in employment and employment terms.



10. Prohibits confiscation of workers' original identification documents

It is strictly prohibited to confiscate workers' original identification documents. All employees must retain their personal documents.

11. Provides access to remedy, compensation, and justice for victims of modern slavery

We commit to providing mechanisms for victims of modern slavery to access remedies, compensation, and justice. We will collaborate with authorities and organizations to ensure these mechanisms are effective and fair.

Implementation and Monitoring

This policy is mandatory for all employees and contractors working within Absorbest. We will actively monitor and evaluate compliance with this policy and take action to address any violations or shortcomings.

We encourage all employees to be aware of and adhere to this Modern Slavery Policy and report any concerns or violations to company management or the designated reporting channels.

This policy will be regularly reviewed and updated to ensure it aligns with the latest legal requirements and best practices regarding human rights and modern slavery prevention.

2023-11-01

A handwritten signature in blue ink, appearing to read "Hans Karlsson".

Hans Karlsson

CEO