

SALINITY

EXPERTS IN SALT SINCE 1830

Code of Conduct

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It has been said that salt is the fifth element, as necessary to life as earth, air, fire and water. In many ways, this is true. Salt is always around us.





SALINITY

EXPERTS IN SALT SINCE 1830

Since 1830 we have been experts in salt. Salt is truly our passion. Based on our knowledge, experience and dedication, and with our sights set on the future, we refine and distribute high quality salt products to a global market.

As an independent salt supplier, we deliver the right salt, in the right place and at the right time; all according to our customers' need. We focus on five areas; food flavouring, road maintenance, agricultural development, industrial processes and water softening. As a family business, we build on a tradition of stability, sustainability and innovation. Our mission is to create a better everyday life for many and a future for others.

Independence

Salinity is an independent company, which means that we are not associated with any particular salt producer. With the customer in focus, we offer the right salt of the right quality to each specific area of use. Thanks to our independence, we have also been able to develop the market's widest range of salt products.

Salt Experts

Salinity has extensive experience in salt and has a wide range to offer. We have specialist skills available within each particular area of use.

We are confident in our ability to combat slippery winter roads in the most effective manner. We have created a number of successful products aimed at the consumer, such as speciality salts, flavoured salts and various kinds of sea salt flakes. We also have a deep knowledge of salt products intended for agriculture and industry. With this experience, we can also create specially customised solutions according to our customers' needs.

The Code of Conduct Applies to Us All

All employees at Salinity are subject to our Code of Conduct. Depending on what role you play, there are various parts that are particularly relevant to you. The focus is on matters and areas where Salinity's business operations have a considerable influence.

It is in the day-to-day operation that we together make Salinity into a responsible and successful company. We must therefore take responsibility in everything we do - from the planning stage to the finished products. As employees, we all share in this responsibility every day. Sometimes there are not always obvious answers to the problems and challenges we face.

Our Code of Conduct shall serve as a guide in helping us to make the correct decisions in difficult situations.

Salinity's strategy for sustainable business development is, along with our customers, business partners and suppliers, to implement measures that are responsible in the long term.

Christer Olausson
CEO

Mira Olausson
Head of Corporate Communication
and Sustainability

SALINITY

EXPERTS IN SALT SINCE 1830

Our Vision

Let the whole world share our passion for salt

Our Mission

To create, with salt, a better everyday life
for many and a future for others.

Our Business Idea

With knowledge, quality and unique
experience, we refine and distribute
salt according to our customers'
needs.



It has been said that salt is the fifth element, as necessary to life as earth, air, fire and water. In many ways, this is true. Salt is always around us.

Salt in Our World

The salt in our bodies is needed in order for our cells to function, and in our surroundings, salt is used in its natural or refined form in just about everything: in the food we eat, in the preparation of pharmaceuticals, for melting the ice on the roads in the winter, to fertilising fields, making soap, softening water and in producing plastic – among other things. In the modern salt industry, we have no fewer than 14,000 different areas of use.

Currently, more than 300 million tonnes of salt are produced around the world every year; that is why it might not be so strange that we so easily take it for granted. However, salt has played a major role in the history of humanity. Wars have been fought over salt, but it has also been used as a symbol for life and peaceful co-existence. Salt has inspired chefs, authors and artists. It is a commodity, a cure, a seasoning and a preservative. The history of salt is fascinating, and we at Salinity are proud to be a part of it.

Responsible Business

Salinity's strategy for sustainable business development is, along with our customers, business partners and suppliers, to implement measures that are responsible in the long term. In our work, we shall make every effort to limit our impact on the climate, reduce waste and contribute to a non-toxic environment.

We shall be an attractive employer for both current and new employees. Everyone shall contribute toward reaching the company's goals, and that is why we are constantly developing our leadership and focus on job satisfaction, enthusiasm and competence of our employees.

Scope

- The Code of Conduct shall apply in its entirety to all employees and board members.

- It serves as a guide in our actions and decisions of the board members representing Salinity in our jointly-owned holdings.
- It applies, where applicable, to our suppliers and is governed in our supplier self-assessment that is used in evaluating current and future suppliers.
- The content within the Code of Conduct also reflects the business principles by which we expect retailers and other business partners to abide.

Legal Compliance

- Salinity shall always comply with the legal requirements and regulations set out in the countries in which we operate.
- We may choose to make higher demands of our own operation than what local legislation demands when we find it appropriate.

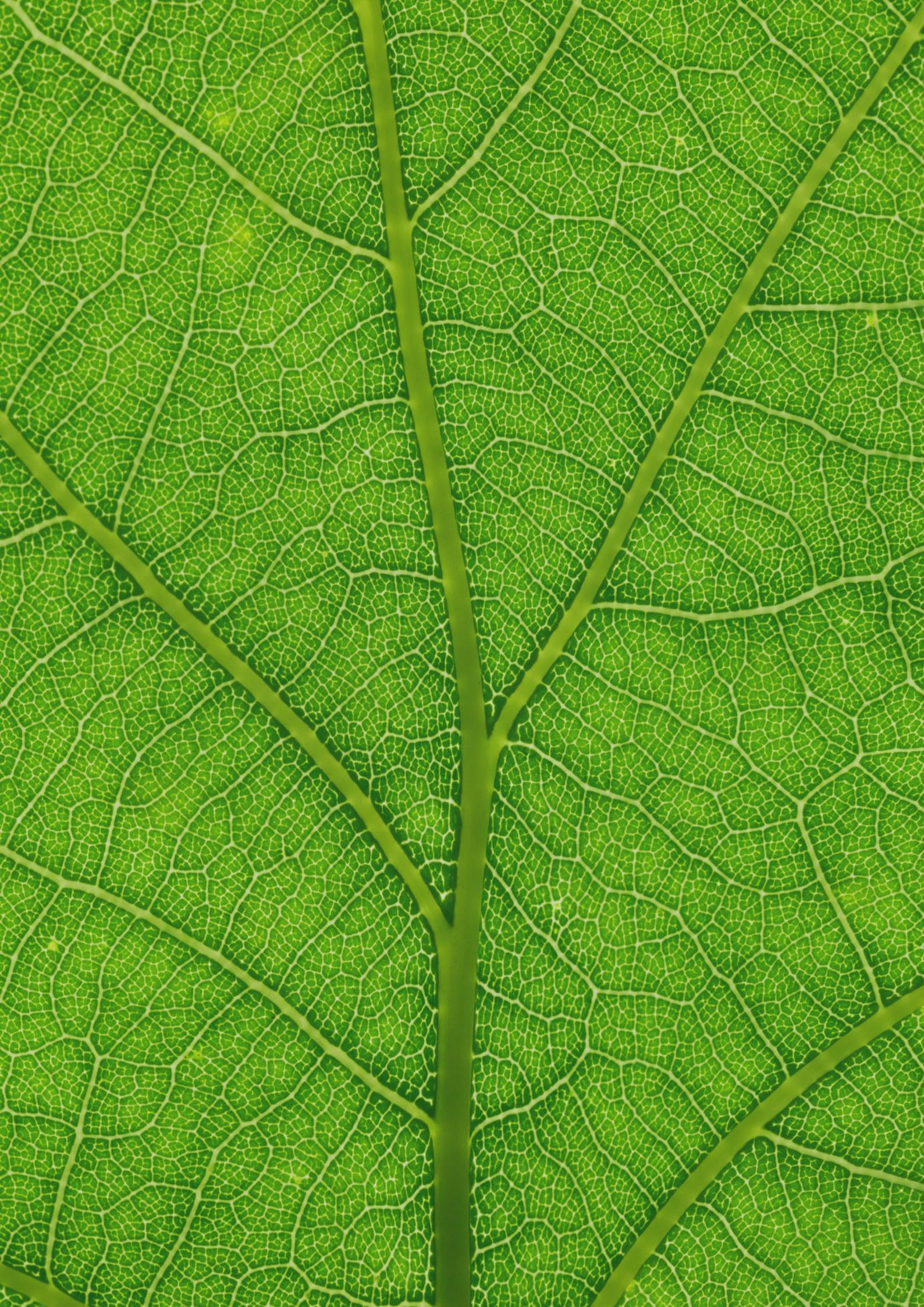
Third part auditing

We are certified according to ISO 9001, ISO 14001, ISO 28000, FSSC 22000 and GMP+.

We have implemented the management systems to help achieve our goals and objectives and create a continuous cycle of self-evaluation, correction and improvement.

UN Global Compact

In 2017, Salinity joined the UN Global Compact. This is a strategic initiative for companies that have committed to adapting their business operations and strategies according to 10 principles within the areas of human rights, labour, environment and anti-corruption. Salinity has accepted the principles of the UN Global Compact, and will therefore communicate our progress on a yearly basis. You can read more about the principles at www.unglobalcompact.org.



ENVIRONMENT

We have a long-term commitment to working together with customers and suppliers in order to minimise the negative environmental effect in the value chain of salt.

Our environmental policy

Salinity is active in the value chain of salt and is dependent on natural resources and well-functioning ecosystems. At the same time, we have an effect on the very environment on which we depend.

We conduct a systematic effort to continuously improve our operations and reduce our effect on the environment. Our measures are based on the precautionary principle* and on a life-cycle approach. Within the areas in which we have a considerable effect on the environment, natural resources or ecosystems, we shall make a constant effort in finding suitable solutions that take into account both the environment and the business. We perform to meet customers' needs and expectations.

We strive to be clear in our communication both internally and externally and ensure that it is efficient and functional.

Raw Materials and Products

- We actively and continuously contribute with skills and resources in order to develop sustainable input goods.
- In order to reduce our effect on the climate and environment at all stages, we constantly improve our knowledge of raw materials and products.
- We continuously provide information and advice to our customers for an efficient use of our products and methods in order to minimise the risks to users and to the environment.
- We analyse the risks associated with our raw materials and products.

Resources and Production

- We shall use our resources as efficiently as possible and minimise our effect on the climate, our emissions into the environment and waste in our business operation.
- We shall work toward efficient energy consumption and increase the proportion of renewable energy.
- We shall work to optimise our transportation and to transition toward logistics solutions and means of transportation that pose less of a strain on the environment.

* According to the Environmental Code (SFS 1998:808), Chap. 2. General Rules of Concern etc.



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COMMUNITY

Salinity shall be a responsible and credible company. On the markets where we operate, we shall actively contribute to a positive development.

We have a constructive dialogue with those parties that are affected by our business operations.

Our communication is characterised by honesty, openness, accessibility and speed. This shall create a relevant and credible dialogue with our stakeholders.

Social Commitment

- Salinity has a strong tradition of giving back to the community. We contribute with financial support and we volunteer our time to organisations or projects that work toward a positive future for children and youths.

Dialogue with Stakeholders

- We get involved in community issues and hold an active dialogue with employees, customers, suppliers, consumers and industry organisations, as well as both state and non-state organisations.
- We shall also present a correct and transparent account of our business operations.

Trademark and Market Communication

- We shall provide ethically correct information with regard to our product labelling, marketing and advertising.
- Our marketing aims to increase the value of our trademark and our sales, and it must not counteract the promise of our trademark.
- We do not sponsor political parties or religious activities.

Safety and Risk Management

- Within Salinity, there shall be a high level of preparedness for handling crises and emergency situations.
- We work actively with risk management and we are observant of changes and events that can affect safety to people and to the environment.

Taxes

- In all countries in which we operate, the given country's tax laws and regulations shall be followed.



SOCIAL CONDITIONS

Salinity supports and respects internationally declared human rights. We actively strive to ensure that our employees are treated fairly, equally and with respect. We expect our suppliers and business partners to act in the same manner toward their employees.

Freedom of Association

- We respect the employees' right to organise into trade unions and we offer a means for collective bargaining.

Working Hours

- Working hours shall be in accordance with national legislation, industry standards and collective agreements.

Wages

- We ensure that wages and benefits amount at least to the collectively agreed and statutory levels in those countries where we operate.
- If deductions in pay are to be made as a disciplinary measure, this must be set out in law or collective agreement.

Forced Labour

- No form of forced labour or work associated with any form of punishment is allowed.
- No employee may be compelled to deposit valuables or identification documents with his employer.

Child Labour

- We do not accept child labour. Every child shall be protected from being economically exploited and from performing work that can be dangerous, may negatively affect the child's education or which is damaging to the child's health and development.
- The minimum age for employment is the age one has reached once compulsory school has ended, however never lower than 15 years old.
- No employee under 18 years of age may work at night or under hazardous conditions.

Equal Treatment

- We work actively toward equality and diversity, and we do not accept discrimination, threats, oppression or harassment in any form.



WORKING ENVIRONMENT, HEALTH AND SAFETY

Salinity promotes a safe and healthy working environment, and we work systematically in order to identify and to address any risks.

Proactive health efforts are something we see as a crucial factor in sustainable performance and a profitable development.

Our health and safety work shall be characterised by a close cooperation between management, staff, safety organisations, occupational health and other cooperative partners.

Work Environment and Safety

- We actively and continuously strive to improve our work environment.
- We place high demands on a safe working environment and strive to prevent accidents and occupational injuries. Of course, all employees are covered by accident insurance.
- Our work environment efforts are based on national legislation in those countries where we operate. It is in Salinity's interest to maintain a high standard, through internal policies and routines, in order to ensure safe work places.

Health and Fitness

- We strive to ensure the good health and fitness of company employees.
- We invest in fitness activities in order to contribute to a healthy working life for our employees.

Security

- We work systematically to ensure physical security, information security, fire safety, personal safety and crisis management.
- Safety is a natural aspect in our daily work and is integrated in all our business operations.



BUSINESS ETHICS

Salinity has established and applies strict norms for ethical behaviour and good business practices, and fights all forms of corruption.

Our actions in all situations shall be characterised by responsibility and respect for customers, suppliers, business partners and the local communities in which we operate. When we represent Salinity, we shall act with good judgement.

Integrity and Fighting Corruption

- No form of corruption, bribery or money laundering is allowed.
- We distance ourselves from all illegal anti-competitive measures.
- Salinity's employees shall not give or accept personal gifts, favours, trips, entertainment or similar benefits to or from suppliers or other business partners for more than an insignificant value.
- All benefits and external hospitality shall be characterised by moderation and openness.
- An employee that receives a benefit or an offer for a benefit that he or she suspects may be in contravention of the Code of Conduct shall immediately return the gift to the giver and report the matter to his/her immediate supervisor.

Conflicts of Interest

- We shall be observant of conflicts of interest in the business operation and always place the interests of Salinity ahead of personal interests.

Information Security

- Information security is a high priority. All employees shall handle information in accordance with the applicable policies, guidelines and statutes.
- Confidential information concerning Salinity's strategies, activities and business operations must be safeguarded and not be divulged to unauthorised persons.
- Confidential information that Salinity receives from third parties shall be treated and safeguarded in the same way as our internal confidential information.
- We work continuously to protect our information system and to reduce the risks associated with information processing.
- As data controllers, the goal for the Salinity companies is to ensure that all persons whose personal data are processed by Salinity, should always feel certain that their personal integrity is respected and that his/her personal data is treated with due caution. Salinity complies with applicable national personal data laws regarding the collection and use of individual-linked data (personal data).



TRACEABILITY, ORIGIN AND SAFETY

Salinity's products and services shall be safe for users and consumers. Our responsibility is based on the precautionary principle.

Our quality policy

With the customer in focus, we perform our commitments to meet customer needs. We are constantly improving our business so that all parts of our company work for the best of our customers. We will comply with laws, standards and safety requirements so that our food and feed products are reliable, safe and provide security for both customers and consumers. We strive to be clear in our communication both internally and externally and ensure that it is efficient and functional.

Products and Services

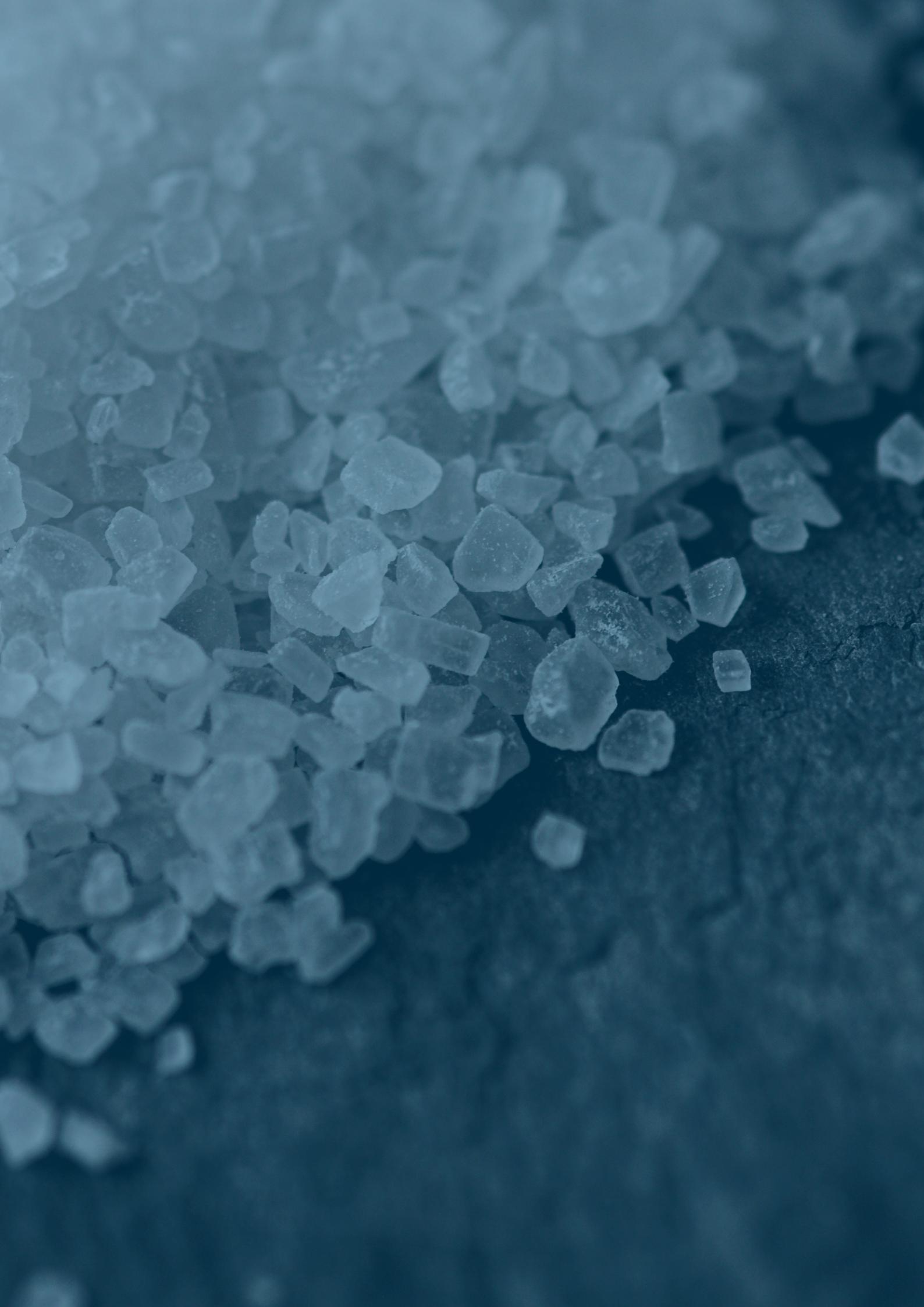
- We work systematically in order to constantly improve our products and services.
- We shall actively develop and offer sustainable solutions to customers and partners.
- Our products shall be traceable according to the applicable mandated requirements and industry standards.
- We work actively with product safety in order to protect our customers and consumers and to follow the standards for which we are certified within the fields of quality, environment, food and feed.
- If any faults arise that would entail a risk to the user, we withdraw the product.

Research and Innovation

- We shall contribute to sustainable development and innovation within those areas that are strategically vital to Salinity.

New Technology

- Salinity is positively inclined to the possibilities that the development of new technology can contribute to a sustainable community. At the same time, we are also well aware that there are risks. Therefore, each particular case must be preceded by an assessment and a valuation of the benefits and risks that the use of a new technology may entail. This is done through a constructive dialogue with customers and other interested parties.



FOLLOW-UP AND COMPLIANCE

Compliance with the Code of Conduct is a necessary condition for the long-term profitability of our business. Salinity will continuously follow up to ensure that we comply with our obligations as set out in the Code of Conduct.

Implementation and Compliance

- Salinity's management is responsible for ensuring that the Code of Conduct is implemented and complied with throughout the entire operation.
- Salinity's managers are responsible for implementing the Code of Conduct's principles within their respective organisations, if necessary through more detailed policies and guidelines.
- Each employee is responsible for adhering to the Code of Conduct, policies, guidelines and local legislation.
- Deviations from the Code of Conduct shall be reported to the immediate supervisor. Reports shall be addressed in a rapid and appropriate manner.
- If the employee's report is not taken seriously, or if the employee does not feel comfortable reporting the suspected deviation to his/her supervisor, the employee shall report to the managing director or to the chairman of the board of directors.
- Reporting must never result in negative consequences for the employee having reported the deviation.

- Violations of the Code of Conduct, policies or guidelines may result in disciplinary measures such as warnings, transfers or termination.
- If a supplier deviates from our Code of Conduct through a self-assessment for suppliers, we may end the business cooperation, unless improvements are made within an agreed period of time.

Follow-up

- All employees are provided guidance in Salinity's Code of Conduct.
- Compliance is reported to the management team.
- Decisions and measures taken to ensure compliance with the Code of Conduct are followed-up regularly by the management team.
- In order to ensure compliance with our Code of Conduct and the self-assessment that the supplier made, we conduct inspections at our suppliers' locations. These inspections may take place unannounced.



CODE OF CONDUCT – USE COMMON SENSE

The Code of Conduct does not provide all the answers on how you should act and which decisions you should make. Instead, it is important to think proactively. Most often, all you need is some common sense and the experience you have. Ask yourself the following questions when facing a moral dilemma or when you need to make a difficult decision.

- Is it legal?
- Is it moral?
- Does it seem good and right?
- Do I understand the risks and the consequences that my actions may entail?
- Can I stand by my decision?
- Will I be able to sleep at night?
- Am I a good example?
- Would my decision stand being evaluated, for example by the media?
- Could my decision damage my reputation or that of Salinity?
- Are there alternatives that do not entail a moral dilemma?

What do I do if I discover a violation of the Code of Conduct?

If you as an employee find an impropriety or irregularity that could have serious consequences, you should always report it to your immediate supervisor. This can pertain to economic crime, environmental crime, danger to life and health, discrimination, harassment or breach of the policy and guidelines, e.g., forbidden use of the internet, such as surfing on sites with pornographic content.

If it is your manager's actions you want to report, or if he or she does not take your report seriously, you shall report to the managing director or chairman of the board of directors.

You can also always e-mail anonymously to whistle@salinity.com.

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