



Code of Conduct

Cellcomb shall be an attractive and trustworthy supplier, partner and employer. It is therefore of great importance that the company is operated in accordance with national and international laws and standards relating to labour standards, environmental, health and safety legislations.

The products supplied by Cellcomb are going to be produced under conditions in accordance with the eight ILO's core conventions (29, 87, 98, 100, 105, 111, 138, 182), UN convention on the rights of the child, article 32, UN universal declaration of human rights (1948), and UN's Global impacts principle 10.

We all take responsibility for exercising good judgment

Cellcomb as an employer renounce all forms of discrimination and victimization. The foundation for the Cellcomb human vision is respect for each person's unique and equal value.

We all behave as responsible people with good judgment and we treat each other with mutual respect, trust and compassion. Every human being has the right to feel heard and respected in his or her work.

We do not tolerate any form of discrimination, harassment or bullying. Discrimination and victimization are a health and safety issue and should be planned and organized so that, as far as possible, it can be prevented.

Cellcomb shall also work against extortion and all forms of corruption.

Working method

Within Cellcomb we work for a work environment with respect for diversity and for a mutual, open and honest communication.

Cellcomb shall work conscientiously and act to achieve equal rights and opportunities and counteract discrimination due to gender, ethnicity or religion. It is the responsibility of all employees to act on the policy and promote an open and friendly working environment.

Whoever discovers signs of victimization should immediately address their manager or union representative.

Particular responsibility

It is the responsibility of management to develop an environment where discrimination is counteracted. The management also has the responsibility to take early action to prevent discrimination and victimization not to occur.

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Daniel Ginman

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Daniel Ginman, CEO