

CSR related activities in OEM

The OEM Board of Directors decided in December 2013 about a common “Code of Conduct” for all OEM companies as a framework for CSR related activities. The Board also decided that all companies should perform activities in accordance to the guidelines.

In line with the Board’s decision, all OEM companies performed at least three activities each during 2014, in total over 70 activities. The activities comprised different areas and were reported to each company’s board. To create a long term attention on the CSR related questions, the Board decided that all companies should identify three more activities out of the “Code of Conduct” in 2015 as well.

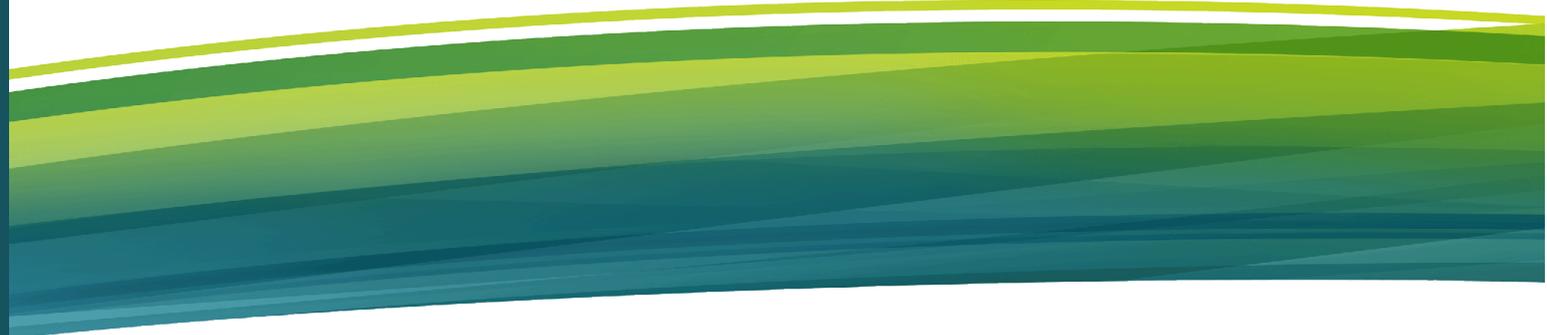
The focus on CSR will continue in the future, and more information about that will be distributed in the end of this year.



*”It takes 20 years to
build a reputation and
five minutes to ruin it.”*

Warren Buffet, Berkshire Hathaway Inc.

CSR in theory & OEM practice



CSR theory

CSR can be described as "Companies Social Responsibility". CSR related activities in a company normally contain efforts within areas ethics, moral and environmental concerns.

Many companies use a "Code of Conduct" as a framework for CSR activities. There is no comprehensive legal demands on a "Code of Conduct, but United Nations has established a standard with ten principles that is widely used.

Today CSR is a natural ingredient in professional companies' management. It is a way to handle a holistic view on your responsibilities as a modern company. CSR contributes to the business in many ways – for example it strengthens the brand, increase the attractiveness as employer, lower risks and encourage more efficient use of resources.

To use all advantages that comes with CSR it is very important to create knowledge about CSR in all functions of a company.

Code of conduct for OEM International

Areas with highest priority

1. Human rights

OEM supports and respects the protection of internationally proclaimed human rights and makes sure that we are not complicit in human rights abuses.

2. Anti-corruption

OEM's reputation of honesty, integrity and responsibility must be upheld and any involvement in bribery, extortion or corruption is not tolerated by OEM in any form.

3. Environmental responsibility

Innovative developments in products and services that offer environmental and social benefits are as well as a greater environmental responsibility promoted and supported by OEM.

Other areas

4. Freedom of association

As local or relevant laws allows, all employees are free to form, join or not to join unions and have the right to collective bargaining when employed by OEM.

5. Forced and compulsory labour

No form of forced or compulsory labour is tolerated by OEM and all employees have the right to leave their employment as stated by contracts or local laws.

6. Child labour

We are not complicit in any form of child labour or other forms of exploitation of the child. No one is employed below the completion of com-

pulsory school or under the age of 15 and no one under the age of 18 is employed for hazardous work within OEM.

7. Discrimination

Diversity amongst OEM employees is a positive attribute and no one regardless of race, colour, sex, sexual orientation, nationality, parental status, marital status, pregnancy, religion, political opinion, ethnic background, social origin, social status, age, union membership or disability shall be discriminated. Harassments in the form of physical or psychological abuse are strongly prohibited within OEM as are any kinds of intimidation or other threats.

8. Precautionary approach

Sustainable is a key word for OEM and finite resources are avoided as often as possible. OEM also has a precautionary approach towards environmental challenges which means that we avoid dangerous materials when suitable and more environmentally friendly alternatives are available.

9. Consumer interests

When dealing with consumers, OEM acts in accordance with fair business, marketing and advertising practices. OEM also ensures that provided goods or services meet all agreed and legal standards.

10. Competition

OEM is conducting its activities according to applicable laws and regulations and also refraining from entering into anti-competitive agreements.