

Setra's Declaration on Human Rights

Our Commitment

The future is built on wood. With raw materials sourced from responsibly managed forests, we create refined, climate-smart products and solutions for construction, housing, pulp and paper production, and energy generation. As we strive towards a greener and more sustainable society, Setra is committed to work with and respect human rights along our value chain. Our vision of Grönsamhet is to do business in a way that we and others – our clients, society and nature can benefit from. It comes down to creating green value. We work according to our core values: responsibility, commitment, and innovation. Our sustainability policy guides us towards a long-term sustainable business, focusing on key areas, business ethics, work environment, employees, and environment and climate.

We undertake through the influence we have, to engage our partners to be in line with human rights. At Setra we work with a code of conduct for our suppliers and their subcontractors. By showing engagement and signing the code of conduct, our suppliers commit to meet all the requirements in the code, which include high demands on labor law requirements, working environment, health and environment.

To ensure transparency and accountability, Setra has established a whistleblower function for our employees, customers, suppliers, and business partners to report irregularities and misconduct. Reported cases are initially handled by an external party to guarantee an anonymous, independent, and transparent process. Cases are then followed up internally within Setra.

Laws, Policies, and Guidelines

FSC® C004269

Protection of employees' rights is an important part of FSC's principles for responsible forestry and traceability certification within the manufacturing industry. As an FSC chain of custody certificate holder it is required that we implement the FSC core labor requirements in our operations and must be able to demonstrate this to a third-party auditor. These requirements are based on the International Labor Organization's (ILO) eight conventions in line with the fundamental human rights in working life.

Regulations and Declarations

Setra comply with national legislation, regulatory requirements, and collective and sectoral agreements. Additionally, we follow the principles outlined in the UN's Global Compact (the UN's Declaration on Human Rights) and relevant international conventions.

Working Environment

Safety is our top priority at Setra. We strive towards a vision of zero-accidents vision for our workplaces, and we conduct regular internal systematic work environment audits that prioritize safety and health. We identify and analyze risks and develop action plans when whenever it is necessary.

Setra also offer occupational health and counselling for work related health problems. Every year we also conduct performance appraisal and employee pulse surveys as a part of the work with organizational and social work environment.

Working Conditions

We value our employees as our most valuable resource. To ensure fair and good working conditions, we conclude collective agreements with trade unions. These agreements cover various aspects, including general terms of employment, salary agreements, working hours, and employment protection. We are also compliant with the Annual law act.

Child Labor

Setra complies with national laws that regulate child labor. As a part of our supplier follow-up processes, we conduct risk assessments, including assessments of child labor risks. In high-risk or conflict-affected areas, we perform on-site audits, either independently or with the assistance of a third party. Unannounced audits are also conducted on subcontractors in our production- and processing units.

Forced Labor

We care about our employees and strictly follow collective agreements and annual leave Act, which regulate working hours. All worked hours are documented for potential follow-ups.

Discrimination and Abusive Differential Treatment

At Setra, we work systematically to reduce the risk of discrimination and harassment. We follow the Discrimination Act, which prohibits negative treatment based on seven grounds of discrimination: gender, transgender identity or expression, ethnic affiliation, religion or other belief, disability, sexual orientation, or age. To ensure compliance, we have developed guidelines that are practiced through various activities, such as internal training and leadership initiatives. These activities cover working conditions, wage setting and terms of employment, recruitment and promotion, training and skill development, and the possibility of balancing employment with parenting.

Setra strongly condemns all forms of abusive discrimination, we have a zero-tolerance for all abuse. We accept each other's differences and opinions. Managers are responsible for promptly addressing suspected violations, conducting thorough investigations, and implementing appropriate measures when needed. We also work with preventing aim to avoid violations through forums for dialogue about norms and behavior at work.

Freedom of Association and Union Participation

In line with Sweden's constitution, the freedom of organization and association, as well as the Trade Union Representatives Act, are statutory and must not be restricted. Setra values strong collaboration with our union partners and maintains various forums for union cooperation within our organization. These include a reference group, a working committee, and local cooperation. Participation in union contexts is a personal choice for each individual.