BRITISH LUGGAGE GROUP

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**CSR POLICY**

**STATEMENT**

British Luggage Group provides travel goods to companies in the Nordic countries.

Corporate Social Responsibility is extremely important to British Luggage Group and our associates.

Our purpose is to ensure that we contribute to sustainable development by delivering economic, social, and environmental benefit that result in an overall positive impact on society.

**INTRODUCTION**

The aim of our CSR policy is to ensure that suppliers and partners to British Luggage Group operate in accordance with local rules and regulations and, if possible and feasible, internationally recognized minimum standards on labor rights, health, and safety was well as environmental standards.

British Luggage Group adheres to the principles of this CSR policy and expects the same of our suppliers

and partners.

Observance of the CSR policy will be a part of agreements or contracts between British Luggage Group and

our suppliers and partners.

The aim of the CSR policy is to ensure responsible and profitable growth together with our suppliers and

partners.

**SCOPE OF APPLICATION**

The scope of this CSR policy extends to all suppliers of British Luggage Group. It is the responsibility of

the supplier to ensure that their sub-suppliers do not violate the standards of this policy.

**GENERAL PRINCIPLES**

The policy establishes minimum standards, and British Luggage Group will not accept any attempt to use

this CSR policy to lower existing standards.

**LEGAL COMPLIANCE**

In addition to meeting the provisions of this CSR policy, suppliers and partners shall comply with all national

Laws and regulations as well as others applicable standards (e.g., collective bargaining agreements or other

CSR Polices).

Conflicts between the provisions of this CSR policy and national laws or other applicable standards shall be

evaluated by British Luggage Group in cooperation with the supplier/partners to establish the most

appropriate course of action.

**LABOR RIGHTS**

Forced labor and freedom of movement the supplier and partners must not participate in, nor benefits from,

any form of forced labor, including bonded labor, forced prison labor, slavery, servitude, or human trafficking.

Workers must have the freedom of movement during their employment.

The supplier shall refrain from retaining the identity cards, travel documents, and other important personal

Papers of its employees.

Child Labor and Young Workers

The supplier shall not engage in, nor benefit from the use of child labor. The minimum age of completion of

compulsory schooling and, in an easy case, shall not be less than 15 years ( or 14 years where established

by the national laws in accordance with the ILO developing country exception).

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Where permitted by national laws, the supplier or partners may employ children between 12 and 15 to

perform a few hours of light work per day. The work must entail simple tasks of limited nature and not

interfere with the children´s educational responsibilities. Apprenticeship programs for children below

the minimum age of employment must be remunerated and clearly aimed at training.

The suppliers/partner shall refrain from hiring young workers (below 18 years of age) to perform any type

of work that is likely to jeopardize their health, safety, or morals.

Non- discrimination

The supplier/partners shall not engage in nor support discrimination based on race, skin color, gender,

language, religion, political or other convictions, caste, national or social origin, property, birth, trade union

affiliation, sexual orientation, health status, family responsibilities, age, and disability or other distinguishing

characteristics. Hiring, remuneration, benefits, training, advancement, discipline, termination, retirement or

any other employment related decisions shall be based on relevant and objective criteria.

Wages and benefits

The suppliers/partners shall comply with legal minimum standards. Wages shall be paid in legal tender and

on a regular basis. Deductions from wages shall be transparent and must never be used as a disciplinary

measure.

Contracts

All workers shall be provided with a written, understandable, and legally binding labor contract or such

other documentation of labor relationship as may be required by local legal standards.

Leave

Employees shall be granted sick leave and maternity leave in relation to local legal standards.

**WORKPLACE HEALTH AND SAFETY**

The supplier/partner shall ensure that its workers are offered a safe and healthy working environment

that meets the local legal standards.

The supplier shall provide its employees with the protective equipment and training necessary to

performed their tasks safety.

**CONDITIONS OF EMPLOYMENT AND WORK**

The supplier shall protect workers from acts of physical, verbal, sexual, or psychological harassment,

abuse, or threats, in the workplace, whether committed by managers or fellow workers, including when

determining and implementing disciplinary measures.

**CORRUPTION AND BRIBERY**

The supplier/partners shall refrain from bribing or using any other method to unjustly influence

public officials and /or the judiciary.

**ENVIRONMENTAL PROTECTION**

The supplier/partner must strive to minimize the adverse environmental impact of its activities,

products and services through a proactive approach and responsible management of its environmental

aspects (including, but not limited to):

* Use of scarce natural resources, energy, and water
* Emissions to air and releases to water
* Handling of hazardous substances
* Handling of hazardous and non-hazardous waste
* Products issues (design, packaging, transport, use and recycling/disposal)

Local legal standards in relation to environmental issues must be met.

British Luggage Group or our inspection company must always have access to visit the

suppliers’ facilities to ensure that our CSR policy is complied with.

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