

CODE OF CONDUCT

INTRODUCTION

Cycleurope's business concept is to offer our customers bicycles and Parts & Accessories of high quality. At Cycleurope high quality means more than making sure the products meet or exceed our customer's expectations. It also means that they have to be manufactured under good conditions and that our customers must be satisfied with us as a company. Taking responsibility for how operations affect people and the environment is also important actions for the growth and development of our company. Monark Exercise AB is a part of Cycleurope

1. LEGAL REQUIREMENTS

- All CYCLEUROPE units, suppliers and subcontractors are to follow the national laws and regulations in all of their activities, in the countries where they are operating.

2. CHILD LABOUR

- Child labour is not tolerated by CYCLEUROPE unless national law stipulates otherwise, and that this law is not contrary to the UN Convention on the Rights of the Child, article 32.1.
- We define, in this context, the word "child" as a person younger than 15 years of age, or as an exception, 14 years of age in countries (i.e. India and Bangladesh) covered by article 2.4 in the ILO convention No.138.
- The law in China does not allow any employment below the age of 16 years, and this also applies to the CYCLEUROPE suppliers in that country.
- If a supplier does not accept our requirements on child labour, we will not continue our cooperation with this supplier.

3. FORCED LABOUR

- CYCLEUROPE does not accept that bonded workers, prisoners or illegal workers are being used in the production of our products.
- Prisoners are allowed to work in the factory in case of a specific re-integration program defined with government.

Workers cannot be required to surrender their identity papers or pay "deposits" as a condition for employment.

4. HEALTH and SAFETY

- CYCLEUROPE require from our suppliers, that the workers safety should be a priority at all times.
- No hazardous equipment or unsafe buildings are accepted.
- All workers should be aware of safety arrangements in the factory, such as emergency exits, fire extinguishers, first aid equipment, etc.
- Suppliers must meet basic standards for a healthy working environment, including drinkable water, restroom facilities, applicable safety equipment, and necessary training.

5. WAGES AND WORKING HOURS

- Wages, including overtime and benefits should be paid regularly, on time and be fair in respect of work performance. The legal minimum wages should be a minimum, but not a recommended level.
- Wages and other benefits shall be based on competence.
- Weekly working time must not exceed the legal time, and overtime work should always be properly compensated.
- The workers should be granted their annual stipulated leave and sick leave without any form of repercussions.
- Female workers should be given their stipulated maternity in case of pregnancy.
- Dismissal of pregnant female workers is not acceptable.
- All workers should be entitled to an employment contract.

6. WORKING CONDITIONS

- All employees shall be treated with respect and dignity.
- Under no circumstances do we accept that our suppliers or their subcontractors use corporal punishment or other forms of mental or physical disciplinary actions and verbal abuse of workers, or engage in sexual harassment.
- No discrimination on the basis of race, caste, national origin, religion, disability, gender, sexual orientation, union membership, or political affiliation.

7. FREEDOM OF ASSOCIATION

- Protects the right of workers to form and join unions and bargain collectively, without fear of reprisals, according with local government laws.

8. ENVIRONMENT

- The environment is of increasing concern globally, and CYCLEUROPE expects its suppliers to act responsibly in this respect.
- Our suppliers must conform to all applicable environmental laws and regulations in the country of operation (as EN norm for European suppliers).

9. MONITORING AND ENFORCEMENT

- All suppliers are obliged to always keep CYCLEUROPE informed about where each order is being produced.
- CYCLEUROPE reserves the right to make unannounced visits to all factories producing our goods, at any time.
- We also reserve the right to let an independent third party of our choice make inspections, to ensure compliance with our Code of Conduct.
- Should we find that a supplier does not comply with our Code of Conduct, we will terminate our business relationship with this supplier, if corrective actions are not taken within agreed time limit.
- If we find repeated violations, we will immediately terminate the cooperation with the supplier and cancel our existing orders.



10. SUPPLIERS DECLARATION

We declare that we will follow Cycleuropes/Monark Exercise ABs Code Of Conduct

Company name: _____

Company Address: _____

Date of signature: _____

Place of Signature: _____

Signature: _____

Name in Print: _____

Job title: _____