



Cámara de Comercio
Sueco Argentina

Code of Conduct



Cámara de Comercio Sueco Argentina

PROEM

The Swedish Argentina Chamber of Commerce is an association of Swedish or Swedish capital operating in the Argentine market and in trade-related companies in Argentina and Sweden. Its aim is to cooperate in everything that is of its concern to conduct its members to realize business economically solid and profitable, and to make them to develop, in all the cases, the ethical conduct that has been characteristic, which is reflected in the high prestige that they have.

Such conduct, which the Chamber seeks to become its emblem, means being aware of its responsibility and the responsibility of its partners with the countries, communities, people and the environment in which they operate and act.

Consequently, the Chamber has freely adopted this Code of Conduct, to which it will adjust its actions and respect and whose application will be a condition of membership and belonging.

I - GENERAL PRINCIPLES

The Code of Conduct of the Swedish- Argentine Chamber of Commerce is based on the following general principles:

1. The basis of all business activity is the implementation of the existing laws in each country in which it operates.
2. The objectives of the company and its executive-organization which are to grow and expand, to add value to the economies in which we act, to create jobs, must be achieved by developing a management and ethical conduct.
3. The Chamber and each of the companies are responsible for maintaining and enhancing the prestige they have as law and ethics abiding companies and for disseminating these principles in the community and its members.
4. Each company must respect and make people respect the rights and obligations of its employees and of the communities in which it operates, as the Universal Declaration of Human Rights of the United Nations.
5. Each company must ensure that its customers, partners, suppliers and staff guide their behavior according to ethical principles.
6. Permanent opening of businesses to dialogue with all those who are affected by action is ensuring compliance with this Code of Conduct.



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II – RELATIONS WITH THE EMPLOYEE

The Chamber proposes to itself as one of its objectives to achieve together with its partners a consistent and in good faith relation with its employees, based on dignity and mutual respect. The working conditions offered to employees must comply with the requirements of the national legislation of the countries where it operates and with the conventions of the International Labour Organization (ILO).

On this basis the Chamber and its partners:

1. Do not allow work that by its terms, extension, risks, etc.. is not authorized by law.
2. Do not allow the job of anyone under the legal age.
3. They give equal opportunities to people regardless of race, color, gender, nationality, religion, ethnicity or other distinguishing characteristics.
4. They do not tolerate discrimination or harassment.
5. Provide a safe and healthy working environment and strive to improve continuously.
6. Recognize the rights of employees to form or create unions according to the laws and principles of each country.
7. Obey fully the legal norms (tax, social security, health and safety at work, etc.)..

III - BUSINESS CONDUCT

Corruption, bribery and unfair actions and anti-competitive markets pervert and hinder economic, social and democratic development.

The Swedish Argentine Chamber of Commerce and its partners do not engage in such practices and in particular:

1. Avoid actions that pervert the healthy competition.
2. Do not offer or perform any improper payments or gratuity to any person or entity for the purpose of inducing them to act contrary to their duties, to obtain or retain business.
3. Do not accept any improper payment or other consideration for the purpose of acting contrary to its obligations.

Also members of the Chamber are committed to:

4. Respect ethical principles in business transactions.
5. Respect the free and fair competition in the market, preventing illegal behavior (monopoly, oligopoly) or other abusive practices.
6. Respect the confidentiality of all information of the associated companies whose disclosure has not been authorized.
7. Provide to the community and authorities, through their balance sheets and reports or any other means, truthful and accurate information about their business.



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IV - ENVIRONMENT

The Chamber and its members have particular interest in protecting the environment. Compliance with environmental laws and preference for more environmentally friendly technologies of nature, are the manifestation of that interest.

In order to prevent and mitigate adverse environmental impacts and conserve natural resources, they respect the following principles:

1. They always have in mind the way in which the activities conducted to achieve the objectives of the company, may affect the environment.
2. They avoid the use of materials and methods involving an environmental risk and when avoidance is not feasible, they have extreme care so there is no involvement of the environment.
3. They do not participate in activities that involve unacceptable risks from the environmental point of view and identify these risks early to make decisions and actions to be timely and appropriate.

V – FULFILLMENT OF THE CODE OF CONDUCT

The authorities and staff of the Chamber and its partners have the responsibility to know and obey fully with this Code of Conduct.

To this purpose they act according to the following principles:

1 – Review: The Chamber Executive Committee periodically reviews its policies, procedures and performance to ensure its compliance with the standards of this Code of Conduct. Partners also require regular information about how the code is met and applied by them and other members.

2 – Dissemination: The Board of Directors and the Committees have the responsibility to ensure that the staff of the Chamber and its partners know this code effectively. This includes the power to immediately inform any changes made to it.

3. Active Participation: Members of the Chamber may asking questions or requests for interpretation or modifications to the Code at any time. The Executive Committee will be responsible for answering all the questions, asking previously its opinion to the Committee on Legal and Tax Issues.

4. Commitment to compliance: This code is supplied with the application for admission to any person or company that express its intention to join the Chamber. As a condition to accept the entry and stay as a member of the House, they must accept its provisions and agree to abide by them.

5. Changes: The Executive Committee shall submit annually to the Assembly a report regarding compliance with the Code of Conduct and eventually the reforms which may be necessary to introduce.



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VI - COMMITTEE OF CONDUCT

Each member of the Chamber who breaks any of the provisions of this Code shall be guilty of serious misconduct and shall be summoned, fined between one and ten times the value of the annual fee to exclusion of the House, depending on the severity of failure or recurrence.

The Court of Conduct of the Chamber will judge whether there has been a failure and will determine the appropriate sanction, after receiving a complaint from the fact, informing the President of the Chamber and receiving a discharge of the member affected. The Court's decision may be appealed before the Assembly.

The Court of Conduct shall consist of ten members appointed from among the members and non members of the Chamber, according to their personal abilities to perform the function.