



Åre 2019 FIS Alpine World Ski Championships Code of Conduct for Business Partners

1. Introduction

Åre 2019 AB believes in high social, environmental and ethical standards and is dedicated to delivering sustainable FIS Alpine World Ski Championships 2019.

Social, environmental and ethical actions are not contradictory to successful business. Thus, compliance with certain social, environmental and ethical standards and consideration of the lifecycle value of goods, works and services, along with price and quality, are important criteria in the evaluation of suppliers and licensees.

We will choose business partners in accordance with the requirements of this Code of Conduct and will enforce the statements of this Code of Conduct through our procurement policy.

2. Scope

We expect all our business partners and their suppliers / subcontractors to adhere to the principles specified in this Code of Conduct for Business Partners.

Business partners are 1) any contracted suppliers of goods, works and services and 2) contracted licensees working on behalf of Åre 2019 AB.

3. General Principles

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must comply with national legislation, the core conventions of the International Labour Organisation (ILO) and other applicable laws of the country of manufacture of goods, works and services. The strictest requirements will apply.

Åre 2019 AB strives for high standards and also expect our business partners to observe the principles of sustainable procurement.

Åre 2019 AB also complies with the national legislation as well as agreements and protocols applicable in Sweden with regard to planning, construction, protection of the environment, health and safety, labor and anti-corruption.



4. No child labor

We do not tolerate child labor or any other form of exploitation of young employees.

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must not hire workers below the age of 15, or below the local, legal minimum age, or the age for completing compulsory education, whichever of the three is higher. Young persons below the age of 18 shall not be exposed to dangerous, unsafe or hazardous conditions.

5. No forced labor

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must not make use of any form of forced, illegal or involuntary prison labor. Workers shall not be required to lodge any kind of bond including identification documents.

6. Compensation

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must comply with all legal requirements on wages, pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, and provide any other benefits required by law or contract.

There are no illegal and unjustified wage deductions, including but not limited to those effected by way of direct or indirect disciplinary measures. Sanctions, fines and other penalties or disciplinary measures must conform to applicable national and international regulations and be imposed in accordance with internationally recognized human rights.

7. Working hours

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must ensure that their employees are not obliged to work in excess of the regular workweek and maximum overtime allowed by the local labor law. A regular workweek shall not exceed 48 hours and one day off shall be guaranteed for every seven-day period.



Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours unless stricter national regulations apply. All employees are to be granted 11 hours of rest from the end of the workday to the beginning of the new workday, each day. Overtime shall be compensated separately and not be requested on a regular basis.

A separate policy will apply to volunteers during the delivery of the Åre 2019 FIS Alpine World Ski Championships.

8. Freedom of association and collective bargaining

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must guarantee the rights of their employees to join unions and to bargain collectively. These rights must be given without fear of harassment, interference or retaliation.

Where the freedom of association or collective bargaining is restricted by law, Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors may not hinder the development of parallel means for independent and free association and bargaining.

9. No discrimination

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must strictly reject discrimination of any kind on whatever grounds, be it race, color, sex, sexual orientation, language, religion, political or other opinion, national, ethnic or social origin, property, birth, disability or other status in accordance to the International Olympic Committee's (IOC) Code of Ethics. All forms of harassment and abuse, be it physical, professional or sexual, and any physical or mental injuries are not tolerated.

10. Safe and hygienic working conditions

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must provide a safe and hygienic work environment for all employees which at least comply with local health and safety laws.



Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must take adequate precautions to prevent accidents and injuries at the workplace and shall actively promote good occupational health and safety practices. Putting the safety of persons first is a central requirement for us.

Where accommodation is provided for workers, our business partners and their suppliers / subcontractors must ensure clean and safe conditions and the basic needs of workers shall be met.

11. No illegal land grabbing

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must neither practice nor tolerate any kind of illegal land grabbing. Land and property rights must be strictly respected.

12. Environmental compliance

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must respect applicable environmental protection legislation or international industry standards, whichever is higher.

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must observe legislation and standards prescribed for waste management, for the handling and disposal of chemicals and other hazardous substances as well as for emissions and wastewater treatment. Any illegal dumping and burning of waste and any release of untreated wastewater in nature must be strictly prohibited. Regulations on limit values of hazardous chemicals and substances within the manufacturing process as well as in the end-product, must be met.

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must take adequate precautions to prevent accidents and environmental disasters.

13. Environmental specifications in tenders

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must strictly observe any environmental requirement that is defined



in tenders or specification of goods, works and services, e.g. defined substances, material content or limit values, requirements on recyclability, waste management, certifications, energy consumption etc. Where tenders include specifications on certification, business partners and their suppliers / subcontractors must be able to provide a valid certificate upon request.

14. Environmental management

Reducing and mitigating the environmental impact of the event is one of our top priorities. Business partners and their suppliers / subcontractors are encouraged to adopt an environmental management system, e.g. ISO 14001 ff. and measure and reduce their environmental impact where reasonable.

15. Use of eco-friendly materials

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors are encouraged to use materials with minimum impact on the environment and minimum exposure to human health. This includes the use of secondary materials from re-used or recycled content, the use of recyclable materials, the minimized use of hazardous chemicals and the use of certified origin / content (e.g. wood, food) whenever reasonable.

16. Eco-friendly products and services

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors are encouraged to support Åre 2019's goal to deliver sustainable FIS World Ski Championships through the services and products they deliver.

Products and services should apply high environmental standards throughout the manufacture, use-phase and post-event use, wherever reasonable. Product design should consider resource and energy efficiency as well as low level emissions during the use phase and also re-usability or recyclability at end-of-life. Waste and packaging should be minimized. Eco-friendly transport modes should be utilized whenever possible.

17. Green building



Åre 2019 AB demonstrates its environmental commitment by seeking to meet the highest possible green building standards in any new construction.

18. Transparency

Åre 2019 AB and all our contracted business partners are obliged to apply the generally accepted principles of transparency, especially to notify the contracting authority / entity of all involved subcontractors when applicable.

Business partners must be able and willing to disclose suppliers and manufacturing locations to the contracting authority / entity upon request.

19. No corruption

We do not tolerate any form of bribery or corruption, and all our business partners and their suppliers / subcontractors must conduct themselves in this manner.

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must ensure full compliance with applicable national and international regulations on anti-corruption and bribery.

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must neither accept nor offer invitations, grants, gifts or other advantages (either directly or indirectly through third parties) which may violate anti-corruption legislation, may be inappropriate or may be in anticipation of improper benefit in return or any other preferential treatment

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must avoid conflicts of interest that may lead to corruption risks.

20. Fair competition

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must ensure full compliance with applicable competition laws, in particular, not making unlawful agreements or arrangements in tender procedures. This includes the influence of pricing and discriminative exchange of competitively sensitive information.



21. Complaints

Complaints or information regarding violations of this Code of Conduct may be reported to Åre 2019 AB (info@are2019.com) at any time and also anonymously. All our business partners and their suppliers / subcontractors guarantee that individuals filing complaints will not be subject to reprisals or disciplinary action of any kind.

22. Compliance and implementation

Åre 2019 AB and all our contracted business partners and their suppliers / subcontractors must inform their employees about this Code of Conduct. It must be prominently displayed in the appropriate language and freely accessible for the period of time during which goods, works and services are delivered for Åre 2019.

We encourage our contracted business partners and their suppliers / subcontractors to actively achieve a high level of social, environmental and ethical standards. We will work with business partners who are willing to improve their performance where necessary.

We reserve the right to ask for proof of compliance with applicable laws and may inspect working conditions or request independent verification or equivalent certifications.

Åre, May 2017