

At Mirka, we value our employees as our greatest asset. We therefore commit to uphold the international principles on labour and human rights and our Labour and Human Rights Policy is developed in line with the principles of the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the UN Global Compact, the OECD Guidelines for Multinational Enterprises, and applicable national and international labour laws, including the conventions of the International Labour Organization ('Human Rights and Labour standards').

Our Vision: "To be the responsible market shaper that inspires renewal and leads with innovation"

Our Mission: "Our ambition is to give people the opportunity to perform better"

Our policy applies to all Mirka employees and employees of subsidiaries.

We apply the following guiding principles:

Active work around Occupational Health and Safety and Psychosocial Safety – We commit to working actively on preventing accidents, mitigating health and safety risks, and creating a safe work environment.

No Discrimination & Harassment – We do not accept any form of discrimination or harassment.

Freedom of Association, the Right to Collective Bargaining, and Employee Representation – We respects the right of our employees to the freedom of association, collective bargaining, and to be represented by employee representatives.

Fair Labour Conditions – We commit to applying fair employment practices, where only merit, qualifications, and other professional criteria are used as a basis for employee-related decisions, such as recruitment, training, compensation, and promotion. We commit to offering good and competitive terms of employment and to act in accordance with applicable national legal requirements and agreed industry standards regarding wages, working hours and family leave.

Diversity – We value the diversity of our employees and recognise the that all people are unique.

Clear Social Dialogue – We commit to maintaining open communication channels and to be engaged in active dialogue with personnel representatives and other stakeholders.

Equal Opportunity and active Career Management and Training – We commit to providing equal opportunities and active career management and training.

No Child Labour, Forced Labour and Human Trafficking – We do not accept any form of child labour, forced labour or human trafficking.

No Modern Slavery – We do not accept any form of slavery.

By upholding this policy, we reinforce our commitment to respecting human rights, promoting fair labour practices, and maintaining a safe, inclusive, and ethical work environment.

Stefan Sjöberg
Chief Executive Officer
Mirka Ltd

