

## **Viscaria Kiruna AB**



### **Viscarias basic requirements for suppliers**

---

**Address**

Viscariavägen 10  
981 99 Kiruna

**Website**

[viscaria.com](http://viscaria.com)

**Contact**

[info@viscaria.com](mailto:info@viscaria.com)

## Scope and applicability

Viscaria has established nine (9) baseline requirements (the “Requirements”) which suppliers and contractors shall comply with as a condition for (i) conducting business with Viscaria and/or (ii) performing work or operating within Viscaria’s industrial area.

The Requirements apply to the supplier’s own operations and, where applicable, to any subcontractors engaged in connection with assignments for Viscaria. The supplier shall be responsible for ensuring that subcontractors comply with the Requirements to the extent relevant to the services performed.

- The Requirements comprise the following areas:
- Legal compliance
- Forced labor and debt bondage
- Child labor
- Wages and working hours
- Occupational health and safety
- Occupational accident insurance
- Environment
- Business ethics
- Sanctions

## Legal compliance

The supplier shall maintain documented routines, procedures, and internal controls sufficient to ensure compliance with all applicable laws, regulations, and legally binding requirements relating to its operations and the performance of work for Viscaria.

Upon request by Viscaria (or Viscaria’s representative), the supplier shall, on short notice, provide evidence of such routines and procedures and shall reasonably assist in explaining them and responding to related queries.

## Forced labor and debt bondage

All work shall be performed voluntarily. The supplier shall not engage in, permit, or benefit from any form of forced labor, compulsory labor, or labor involving debt bondage.

The supplier shall not confiscate or withhold identity documents, travel documents, or personal belongings, nor use any other coercive practice, for the purpose of compelling work.

---

### Address

Viscariavägen 10  
981 99 Kiruna

### Website

[viscaria.com](http://viscaria.com)

### Contact

[info@viscaria.com](mailto:info@viscaria.com)

## **Child labor**

The supplier shall not engage in, permit, or benefit from any form of child labor. “Child labor” includes work that may adversely affect a child’s health, safety, upbringing, or development, or that interferes with education. All forms of violence, coercion, and exploitation of children are prohibited.

For the purposes of these Requirements, a “child” means any person under fifteen (15) years of age, unless applicable local law prescribes a higher minimum age for employment or compulsory schooling, in which case the higher age shall apply.

The supplier shall maintain reliable documentation evidencing the age of all employees and shall provide such documentation upon request.

## **Wages and working hours**

At a minimum, the supplier shall pay wages in accordance with applicable statutory requirements and shall comply with all applicable working time laws and regulations.

The supplier shall record and maintain transparent, complete, and accurate documentation of wages paid and hours worked for all employees.

## **Occupational health and safety**

The supplier shall operate a systematic occupational health and safety management approach designed to prevent serious injuries, incidents, and hazardous conditions.

The supplier shall identify, assess, mitigate, and monitor relevant risks and shall ensure that employees receive appropriate information, instruction, and training commensurate with their duties and associated risks.

## **Occupational accident insurance**

The supplier shall ensure that all employees are covered by occupational accident insurance providing (i) coverage for medical treatment for work-related injuries and (ii) compensation in the event of disability resulting from a work-related accident.

## **Environment**

The supplier shall conduct its operations in a manner designed to systematically prevent serious releases or emissions to land, water, or air. The supplier shall implement risk assessments and preventive measures and shall comply with all applicable environmental laws, permits, and other binding environmental requirements relevant to its operations and the services performed.

---

### **Address**

Viscariavägen 10  
981 99 Kiruna

### **Website**

[viscaria.com](http://viscaria.com)

### **Contact**

[info@viscaria.com](mailto:info@viscaria.com)

## **Business ethics**

The supplier shall not engage in any form of corruption or bribery. The supplier shall not falsify, manipulate, or improperly alter documents or records.

The supplier shall pay all statutory taxes and shall ensure that any tax arrears or liabilities owed to competent authorities are settled.

## **Sanctions**

Viscaria intends to comply with the European Union sanctions framework at all levels. The supplier shall ensure that neither the supplier, its owners, key personnel, nor any subcontractors are subject to applicable financial sanctions or travel bans that affect, or could reasonably be expected to affect, performance of the assignment.

As reference sources, the supplier may use:

- The EU Consolidated List: [Consolidated list \(SV\)](#)
- The EU Sanctions Map: [sanctionsmap.eu](http://sanctionsmap.eu)

## **Monitoring and compliance**

Viscaria may request that the supplier provides documentation and other evidence reasonably demonstrating compliance with the Requirements.

In the event of non-compliance or deviations, Viscaria may require corrective actions within a specified timeframe. Where warranted, Viscaria may restrict, suspend, or terminate the cooperation and/or the supplier's access to Viscaria's industrial area.

---

### **Address**

Viscariavägen 10  
981 99 Kiruna

### **Website**

[viscaria.com](http://viscaria.com)

### **Contact**

[info@viscaria.com](mailto:info@viscaria.com)