

Global Agreement on the Respect and Promotion of International Labour Standards and Trade Union Rights

**Between
Elanders (“the Company”)
and
UNI Global Union (“UNI”)**

1. Preamble:

- 1.1 The Company and UNI affirm their mutual interest in the development and sustainability of the Company and in good industrial relations practice derived from universally accepted agreements on human and labour rights and principles of sustainable social model developments.
- 1.2 The Company and UNI will cooperate to give practical effect to their common interest in order to provide concrete commitments in the area of decent work and organising rights, and specific commitments to actively monitor standards in markets where the Company is operating and will:
- Create an effective channel for an ongoing dialogue between them to advance their mutual interests; and
 - Affirm and implement the principles and values derived from universally accepted agreements on human and labour rights and principles of sustainable social model developments.
- 1.3 UNI refers to UNI Global Union and its affiliated unions and “The Company” refers to Elanders and its subsidiaries.

2. Fundamental rights:

UNI and the Company support fundamental rights, as defined in ILO Conventions, in particular to ensure that:

2.1 *Employment is freely chosen*

There shall be no use of forced labour or bonded labour (ILO Convention 105).

2.2 *No discrimination in employment*

All workers shall have equality of opportunity and treatment and shall receive equal pay for work of equal value (ILO Conventions 100 and 111).

2.3 *Child Labour is not used*

Only workers over the compulsory school-leaving age shall be employed (ILO Convention 138 and 182).

2.4 *Freedom of association and the right to collective bargaining are respected*

- 2.4.1 All workers shall have the right to form and join trade unions of their own choosing (ILO Convention 87) and bargain collectively (ILO Convention 98).

Where no trade union exists, the Company will remain positive in the face of organizing activities and follow the most expeditious process in the event that a UNI affiliate requests recognition. The Company's local management will issue a written statement, which says that within the terms and conditions of the UNI – Elanders Global Agreement workers are free to meet the union's representative(s), attend meetings and join unions without fear of any form of discrimination.

- 2.4.2 The Company will not make the employment of any worker subject to the condition of not joining a union or relinquishing trade union membership (ILO Convention 98).
- 2.4.3 The Company will not dismiss or prejudice any worker because of union membership or participation in union activities (ILO Convention 98).
- 2.4.4 The Company recognizes the right of unions to represent employees and to bargain collectively on terms and conditions of employment affecting the interest of those represented employees, i.e.:
- Collective bargaining (ILO Convention 98);
 - Dispute settlement procedures;
 - Negotiations and consultations in those matters affecting jobs and training, where unions have a stake.

2.5 *Access to workers*

The Company respects the rights of UNI representatives to have reasonable access to workplaces to enable to carry out their representation functions (ILO Convention 135), including electronic means of communication.

Representatives of the UNI will be allowed unaccompanied access to meet with workers and outline the benefits of union membership, including the right to distribute union recruitment material.

Meetings with workers shall be allowed at a mutually agreed time, in agreed upon areas and shall be conducted in a non-disruptive manner. The parties agree that meetings shall be arranged either in breaks or after/before hours of work and, whenever possible, not within hours of work.

2. **Hours of work**

The Company recognizes that hours of work shall be agreed with applicable Unions and shall, as a minimum, meet the requirements of appropriate national legislation, national agreements and industry standards (ILO Conventions 1, 47 and Recommendation No. 116).

3. Health and Safety

The Company agrees that safe, hygienic and sustainable working environment shall be provided (ILO Convention 155). Best occupational health and safety practice will be promoted, including the provision of necessary safety equipment and adequate training. Practices will comply with ILO Conventions, Standards and Health and Safety codes of conduct.

4. Respect for others at work

The Company will endeavor to make policies aimed at creating respect at the workplace.

5. Implementation and monitoring

The implementation of this agreement outlines minimum workers rights in the Company and does not affect any collective agreement that may accord additional rights on workers.

The Company and UNI will engage in ongoing dialogue with respect to the content of this Global Agreement according to the following principles:

- a) The Company and UNI will work together to resolve any disagreement regarding the effective implementation of the principles of this Global Agreement;
- b) The Company and UNI will each appoint a contact person;
- c) The Company and a UNI will meet as necessary but, at a minimum, once per calendar year. UNI should give to the company management a feed-back report on the situation on the different plants of the Group.
- d) The Company and UNI will establish Monitoring Watch to make sure implementation of this Global Agreement.

6. Distribution of the Global Agreement

The Company will distribute copies of this Global Agreement within its organization. UNI will distribute copies to all its affiliates with members in the Company.

UNI and the Company also ensure its translation into the relevant local languages. It being understood that the parties may, as the case may be, decide to jointly inform and promote this Agreement.

7. Suppliers

The Company will not knowingly use vendors or suppliers who willfully violate the principles of this Global Agreement .

8. Application

The principles set forth in this Global Agreement will apply to all Company operations and its subsidiaries regardless of where they are located.

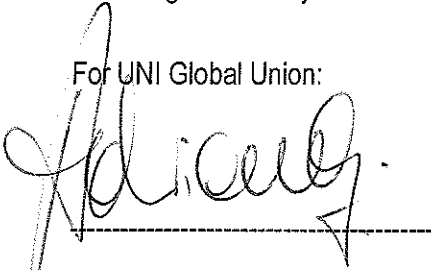
9. Period of validity

9.1 This agreement is valid until further notice.

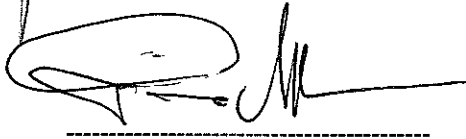
9.2 Each part has the right to terminate this agreement with six month notice.

Göteborg 27 January 2009

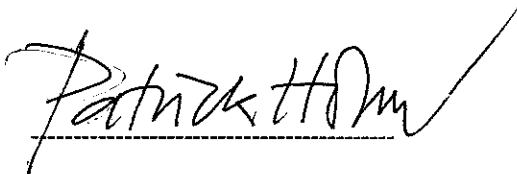
For UNI Global Union:



For Grafiska



For Elanders:



Explanatory notes.

The ILO Conventions are:

- Freedom of Association and Protection of the Right to Organise Convention, 1948 (Convention No. 87);
- Right to Organise and Collective Bargaining Convention, 1949 (Convention No. 98);
- Workers' Representatives Convention, 1971 (Convention No. 135);
- Forced Labour Convention, 1930 (Convention No. 29);
- Abolition of Forced Labour Convention, 1957 (Convention No. 105);
- Minimum Age Convention, 1973 (Convention No. 138);
- Worst Forms of Child Labour Convention, 1999 (Convention No. 182);
- Equal Remuneration Convention, 1951 (Convention No. 100);
- Discrimination (Employment and Occupation) Convention, 1958 (Convention No. 111).