Code of Conduct – Glomma Papp

Glomma Papp AS acknowledges the importance of Corporate Social Responsibility (CSR) as a fundamental aspect of our business. We are committed to creating positive impacts in our local communities, minimizing our environmental footprint, promoting ethical business practices, and ensuring responsible supply chains. Our CSR initiatives are governed by this Code of Conduct, supported by our management team, employees, stakeholders, and partners.

Environmental Responsibility

We strive to reduce our environmental impact and promote sustainability. We work to minimize our waste, energy consumption, and greenhouse gas emissions. We promote the use of renewable energy sources and implement sustainable practices in our operations where possible. Our commitment is based on the following principles:

1. Reduce, Recycle, Reuse: We minimize our waste by adopting a "reduce, recycle, and reuse" approach in our operations.
2. Energy Efficiency: We aim to improve our energy efficiency by using energy-efficient lighting, heating, and cooling systems, and by promoting the use of renewable energy sources.
3. Sustainable Transportation: We promote sustainable transportation by encouraging employees to use public transport, carpooling, cycling, or walking to work. We influence our transporters to consider emission reduction in future vehicles. We are renewing our truck fleet with battery-operated trucks where feasible.
4. Sustainable Procurement: We source materials from suppliers who follow sustainable practices and are committed to reducing their environmental impact.

Business Ethics

We are committed to promoting business ethics and conducting our business with integrity. We operate our business in an ethical and transparent manner, adhering to the highest standards of business conduct. Our commitment to ethics and business ethics is based on the following principles:

1. Fair Labor Practices: We promote fair labour practices by ensuring that our employees are treated with respect and dignity. We provide them with safe and healthy working conditions and fair compensation.
2. Non-Discrimination: We do not discriminate against any individual based on their race, gender, religion, or any other characteristic. We work to create a diverse and inclusive workplace that values and respects all employees.
3. Transparency: We conduct our business with transparency and provide stakeholders with accurate information about our business practices.

Responsible Supply Chain

We are committed to ensuring accountability in our supply chain by promoting ethical practices throughout our supplier chain. We collaborate with suppliers and partners who share our commitment to CSR and demonstrate ethical practices. Our commitment to supply chain responsibility is based on the following principles:

1. Supplier Standards: We set clear standards for our suppliers that reflect our commitment to ethical business practices and sustainability.
2. Supply Chain Audits: We conduct regular audits of our suppliers to ensure that they meet our standards for ethical and sustainable practices.
3. Continuous Improvement: We collaborate with our suppliers to support their efforts to improve their sustainability practices and reduce their environmental impact.

Procurement

As part of our CSR initiatives, we recognize the importance of sustainable procurement to reduce our environmental impact and promote social responsibility. We have integrated the principles of sustainable procurement into our supply chain to ensure that we purchase products and services that meet our sustainability criteria. Our commitment to sustainable procurement is based on the following principles:

1. Policy: We have developed and implemented a procurement policy that describes our commitment to sustainability in our procurement practices.
2. Supplier Selection: We evaluate and select suppliers based on their performance and their ability to meet our sustainability criteria.
3. Performance Monitoring: We monitor and evaluate supplier performance to ensure that they continue to meet our sustainability criteria.

Accountability

We are committed to ensuring good governance and accountability in our CSR efforts. We have established clear governance structures and reporting mechanisms to monitor and evaluate our CSR performance. Our commitment to governance and accountability is based on the following principles:

1. Board Oversight: The Board oversees our CSR efforts to ensure that they align with our business strategy and values.
2. CSR Responsibility: The CEO is responsible for ensuring that our CSR policy is followed and developed.
3. Reporting: We report on our CSR performance to our stakeholders in an open and timely manner.

Human Rights

We are committed to respecting and promoting human rights in all our operations and supply chain. We operate our business in accordance with international human rights standards and ensure that our suppliers do not engage in human rights abuses. Our commitment to human rights is based on the following principles:

1. Human Rights Due Diligence: We conduct human rights due diligence to identify and assess any potential negative human rights impacts of our operations and throughout the supply chain.

2. Non-Discrimination: We do not discriminate against any individual based on their race, gender, age, religion, or any other characteristic.
3. Forced Labor and Child Labor: We do not tolerate any form of forced labour or child labour in our operations or supply chain.

Health and Safety

We are committed to ensuring the health and safety of our employees, customers, and other stakeholders. We strive to provide a safe and healthy work environment and ensure that our products and services do not pose any health or safety risks. Our commitment to health and safety is based on the following principles:

1. Occupational Health and Safety: We have implemented and maintain an occupational health and safety system to ensure the health and safety of our employees and other stakeholders.
2. Product and Service Safety: We design and develop our products and services with safety in mind and work to ensure that they do not pose any health or safety risks to our customers and other stakeholders.
3. Emergency Preparedness and Response: We have established emergency preparedness and response procedures to ensure that we can respond to health or safety incidents in a timely and effective manner.

Working Hours and Wages

We are committed to having working hours and wages policies that comply with international rules and conventions, while ensuring fair and safe working conditions for all employees.

Working Hours

1. The normal working week for full-time employees should not exceed 48 hours. Any overtime should be voluntary and compensated at a higher rate.
2. Employees are entitled to at least one day off per week.
3. Working hours should not be excessive and should be designed to protect the health, safety, and well-being of employees.

Wages

We provide our employees with fair and competitive wages and benefits that comply with local laws and regulations. We also provide our employees with additional benefits, such as accident insurance, pension plans, and paid leave.

1. Employees should receive a fair wage that is sufficient to cover basic needs and ensure a decent standard of living.
2. Wages should be paid regularly and on time, and any deductions should be in accordance with applicable laws and regulations.
3. Employees should be entitled to receive benefits and allowances, including social security benefits and healthcare, in addition to wages.

Child Labour

We do not engage in or support child labour. We comply with minimum age requirements set forth in ILO conventions and local laws, and we do not employ anyone under the age of 16.

Forced Labor

We do not tolerate or support any form of forced labour or compulsory labour, including human trafficking. We comply with ILO conventions on forced labour, and we do not employ any staff under coercion or compulsion.

Anti-Corruption and Bribery

We are committed to promoting anti-corruption practices and maintaining the highest standards of ethical behaviour. We do not engage in any form of bribery, corruption, or unethical behaviour, and we work to prevent such practices in our supply chain and among our business partners. Our commitment to anti-corruption is based on the following principles:

1. Guidelines: We have developed and maintain a set of rules that describe our expectations for ethical behaviour.
2. Risk assessment: We conduct regular risk assessments to identify and address any corruption risks in our operations and supply chain.
3. Training and awareness: We provide training to relevant employees to promote reflection on ethical norms.

Diversity, Equality, and Inclusion

We recognize the importance of diversity, equality, and inclusion in our workplace and society. We promote a culture characterized by respect and inclusion that values diversity and supports equality for all individuals, regardless of their race, gender, age, religion, or any other characteristic. Our commitment to diversity, equality, and inclusion is based on the following principles:

1. Equal opportunities: We provide equal opportunities to all individuals, without discrimination or harassment.
2. Inclusive culture: We promote an inclusive culture that values and respects the diversity among our employees and other stakeholders.
3. Diverse talent: We strive to attract, retain, and develop a diverse talent pool that reflects the diversity of the communities we serve.

Conclusion

Glomma Papp AS is committed to creating positive social and environmental impacts through our CSR initiatives. We will continuously review and improve our practices to ensure that we meet the highest standards of ethical and sustainable business practices. Our CSR initiatives are an integral part of our business strategy, and we believe they will contribute to our long-term success and the well-being of our stakeholders.