Code of Conduct - Suppliers

Glomma Papp AS is committed to promoting good labour and environmental practices internally and throughout our value chain. We will do this in collaboration with our trade unions, employees, suppliers, business associates, and partners.

Principles

Our suppliers, business associates, and partners must ensure that goods and services are produced in accordance with the guidelines, and this must also be adhered to by any subcontractors.

If Glomma Papp requires documentation to confirm compliance with the guidelines, suppliers and any subcontractors must provide such documentation.

To clarify responsibilities and principles, we have developed several procedures and policies that are expected and required to be followed by suppliers, business associates, and partners.

Glomma Papp AS policies:

1. Code of Conduct - Suppliers (this document)
2. Code of Conduct - Glomma Papp
3. Human Rights Policy
4. Anti-Bribery and Corruption Policy
5. Environmental Policy
6. Policy for Extraction of Minerals and Conflict Minerals
7. Waste Management Policy
8. Procurement Policy
9. Health, Safety, and Environment (HSE) Policy
10. Transparency Policy

Suppliers are expected to ensure that our policies are well communicated to relevant stakeholders and that the policies set a minimum requirement for how suppliers fulfil their obligations to national and international rules, guidelines, and conventions.

The policies can be viewed in full on Glomma Papp's website www.glommapapp.no.

Guidelines

Glomma Papp will continuously work to improve its own practices so that all our trade and services contribute to safeguarding human and labour rights, sustainable development, and responsible environmental management.

Our guidelines are based on the conventions of the UN, UNGPs, and ILO, and set a minimum rather than maximum standard.

1. Forced labour, child labour, discrimination, and brutal treatment, etc., shall not occur.
2. Employment contracts should be in a language that employees understand.

3. Trade unions should be allowed in companies, and the entire supply chain should value cooperation between labour parties.
4. HSE - Health, Safety, and Environment - should be the primary focus.
5. Minimization and optimization of emissions and resource usage should be continuously improved.
6. Production, use, and extraction of natural resources should not contribute to destroying the livelihoods of marginalized populations.
7. Wages and working hours should comply with agreed industry standards in respective countries.
8. Corruption and all forms of bribery are unacceptable, including obtaining personal or business advantages.

As a supplier, I hereby acknowledge having read, understood, and agreed to abide by the ethical code described in this Code of Conduct.

We commit to maintaining high standards of ethical behaviour and to acting in a manner that reflects positively on both ourselves and the contracting party.

Furthermore, we accept that a representative from Glomma Papp may conduct audits at our facilities and/or production areas.

Date: _____ Location: _____

Name (in block letters): _____

Job Title: _____

Signature: _____