

# Responsible supply chain- Our approach and code of conduct for suppliers

## **Our approach**

Ethical and sustainable business is a core value at H-vinduet Magnor AS. We are committed to preventing and reducing negative impacts on people and the environment and to contributing positively to society and the environment.

We expect our suppliers to adhere to the same minimum standards of responsible business conduct.

At a minimum, we expect suppliers to comply with legal requirements, take part in global efforts to fight climate change, and meet global minimum standards for responsible business conduct as set out in the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights and ILO Core Conventions.

Our expectations and follow-up procedures are described in this code, which is annexed to our agreements with suppliers, in addition the provision of any commercial terms agreed between H-vinduet Magnor AS and the supplier.

## **Code of conduct for our suppliers**

This code of conduct is applicable to all suppliers who supply products or services related to H-vinduet Magnor AS's production.

### **A. Human rights and decent work**

Respect for human rights and international labour standards (ILO Core Conventions) for decent work are globally agreed minimum standards that apply to all businesses. We expect suppliers to adhere to the UN Guiding Principles on Business and Human Rights and meet their responsibility to respect human rights. This means preventing and addressing negative impacts on workers and other directly affected stakeholders resulting from business operations. It includes providing a living wage; protecting the health, safety and welfare of workers; respecting freedom of association; prohibiting harassment, bullying and any form of discrimination at the workplace, including gender discrimination and sexual abuse; and prohibiting any form of forced labour, modern slavery, human trafficking and child labour. It also includes preventing and addressing adverse environmental impacts that may harm the health and livelihood of workers and local communities.

Suppliers are expected to identify risks and actual adverse human rights impacts related to their activities and business relationships. They should take appropriate steps to reduce risk and ensure their operations do not contribute to human rights abuses and to remedy any adverse impacts directly caused, or contributed to, by their activities or business relationships. We expect suppliers to also request their own suppliers to carry out human rights due diligence in line with the UN Guiding Principles.

As required by the Norwegian Act relating to enterprises' transparency and work on fundamental human rights and decent working conditions<sup>1</sup> (Norwegian Transparency Act), H-vinduet Magnor AS will publish an account on our human rights due diligence. Also as required by the Transparency Act, we provide information about our human rights due diligence if requested by external parties.

### **B. Anti-bribery and anti-corruption**

We expect suppliers to conduct appropriate due diligence to prevent and address bribery and corruption in all business arrangements.

Suppliers must not offer or receive gifts that breach applicable laws, regulations, rules and standards. If offering gifts or hospitality, this must be done and in an open and transparent way and must never be illegal. Where gifts or hospitality are offered, these should not be intended or interpreted as an attempt to improperly influence business decisions.

### **C. Climate and the environment**

All entities in the supply chain have a responsibility to reduce their environmental footprint and work toward zero harm on the environment. We expect suppliers to actively manage environmental risks and impacts across their operations and supply chain. We expect suppliers to comply with the requirements of applicable environmental legislation and commit to international goals for safeguarding the climate and the environment, including achieving net zero greenhouse gas emissions and protecting biodiversity.

Suppliers are expected to have in place an appropriate environment management system, including policies and procedures aimed at effectively managing their environmental risks and impacts. This includes measures to improve efficiency of energy, water and natural resource usage, minimize the use of and waste from hazardous materials, reduce the use of plastic and minimize plastic waste, adopt circular economy approaches, and reduce greenhouse gas and other harmful emissions.

We expect suppliers to require the same from their suppliers.

### **Meeting this code**

We expect suppliers to make this code of conduct available to relevant employees and contractors. If we identify breaches of the requirements in this code, we will engage in dialogue with the supplier. H-vinduet Magnor AS reserves the right to terminate contracts in the event that serious breaches are not addressed or in the event of reoccurring serious breaches of this code.

In case of identified risks or concerns relating to this code, we expect suppliers to notify us immediately.

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<sup>1</sup> <https://lovdata.no/dokument/NLE/lov/2021-06-18-99?q=transparency%20act>