

Code of Conduct for Suppliers of Nerliens Meszansky AS

Introduction

At Nerliens Meszansky, we promote legal compliance, decent working conditions and environmental standards in our supply chain. It is important to Nerliens Meszansky that our Suppliers also accept the principles and values in this Code of Conduct (CoC) and we expect our partners to comply with the requirements set below. The CoC covers legal compliance, prohibition of corruption, human and workers' rights, environmental protection, fair competition and anti-trust law.

Nerliens Meszansky reserves the right to reasonably change the requirements and expect its partners to accept those reasonable changes.

The Supplier commits itself to the following principles and hereby declares:

1. Legal compliance

Supplier comply with the laws of the applicable legal system(s).

2. Prohibition of corruption and bribery

Supplier do not tolerate any form of and do not engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.

3. Fair competition and anti-trust law

Supplier act in accordance with national and international competition laws and to not participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors.

4. Compliance with international conventions and working environment legislation in country of production.

The goods and services supplied shall be manufactured under conditions which are in accordance with the requirements set out below and is based on UN's Guiding Principles on Business and Human Rights, ILO conventions and Convention in the Right of the Child

(1,2,3).

The requirements apply in the Supplier's own business and in the supply chain. The requirements include:

- ILO core conventions on forced labour, child labour, discrimination, union rights and the right to collective negotiations: No. 29, 87, 98, 100, 105, 111, 138 and 182 ⁽⁴⁾. Where conventions 87 and 98 are limited by national law, the employer shall facilitate: for, and not hinder alternative mechanisms for free and independent organization and negotiation.
- UN Convention on the Rights of the Child, Article 32 ⁽⁵⁾.
- Working environment legislation in country of production. Of particular relevant matters are 1) wage and working time regulations, 2) health, environment and safety, 3) regular employment conditions, including employment contracts, as well as 4) statutory insurance and social schemes.

Where international conventions and national law deals with the same subject, the highest standard shall always apply.

5. Environment

- 5.1 Act in accordance with the applicable statutory and international standards regarding environmental protection.
- 5.2 Minimize adverse impacts on human health and the environment shall be taken throughout the value chain. This includes minimizing pollution, promoting an efficient and sustainable use of resources, including energy and water, and minimizing greenhouse gas emissions in production and transport.
- 5.3 Set up and use a reasonable environmental management system.

6. Policies and Management systems of Suppliers

The management system is key to the implementation of the Code of Conduct. Nerliens Meszansky emphasises the importance of suppliers having systems that support such implementation. Nerliens Meszansky's expectations in this regard are:

- 6.1 One or more employees at management level shall be responsible for the implementation and compliance of the CoC in the supplier's business and supply chain.
- 6.2 The supplier must be able to report where goods supplied to Nerliens Meszansky are produced and the routines for dissemination and regular follow-up of CoC policies in own business and supply chain.

Declaration of the Supplier of Nerliens Meszansky AS:

We hereby declare the following:

1. We have received a copy of the „Code of Conduct for Suppliers of Nerliens Meszansky AS”, valid from January 2021 (hereinafter referred to as the „Code of Conduct or CoC“) and hereby commit ourselves, in addition to any commitments set out in any existing agreement or contract with Nerliens Meszansky AS, to comply with its principles and requirements.
2. We agree that this declaration is subject to the substantive law of the Kingdom of Norway, without reference to any of its conflict of law principles.
3. We have read and understand Nerliens Meszansky AS` whistle blowing procedures, link to reference: <https://www.nmas.no/generell-informasjon/whistleblowing-rutiner-ved-varsling>

Company name:

Date and Place:

Signature and title

Links to references

¹ https://www.ohchr.org/documents/publications/GuidingprinciplesBusinesshr_eN.pdf

² <https://www.ilo.org/global/standards/introduction-to-international-labour-standards/lang-en/index.htm>

³ <https://www.ohchr.org/EN/ProfessionalInterest/Pages/CRC.aspx>

⁴ <https://www.ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang-en/index.htm>

⁵ <https://www.ohchr.org/EN/ProfessionalInterest/Pages/CRC.aspx>