

1. Purpose

Bagges AS recognizes its responsibility and consequences in relation to human rights, employee rights and the environment. Bagges AS will continuously work to improve its own policy and practice which can contribute to suppliers complying with our guidelines.

2. Applicable principles for Bagges AS

2.1 Selection of supplier

Social and environmental standards will be given weight when choosing new suppliers. Our suppliers must deliver goods and services to Bagges AS that are produced in accordance with the guidelines. The suppliers must also pass on and follow up the guidelines with their sub-contractors.

2.2 Corruption

Corruption is strongly prohibited in Norway. All forms of bribery are unacceptable, such as the use of alternative channels to secure illegitimate private or work-related benefits to customers, agents, contractors, suppliers or their employees as well as public officials. Suppliers must not put employees at Bagges AS in a position that could conflict with this.

2.3 Improvement work

The work must be process-oriented, but with a clear goal of achieving improvements over time. This means that any breach of the guidelines does not automatically lead to the termination of the agreement or sanctions, but rather a continuous cooperation and dialogue that should lead to improvements.

3. The ethical guidelines

The guidelines are based on conventions adopted by the UN and the international employers organization ILO and specify minimum standards. Labour legislation at the production site must be respected. Where both national laws and regulations and these guidelines deal with the same topic, the highest standard shall always apply.

3.1 Forced labour/slave labour (ILO Convention No. 29 and 105)

3.1.1. There must not be any form of forced labour, slave labour or involuntary labour.

3.1.2. The workers must not deliver a deposit or identity papers to the employer and must be free to terminate the employment relationship with a reasonable notice period.

3.2. Trade union organization and collective bargaining (ILO Convention No. 87, 98 and 135 and 154)

3.2.1. Workers shall, without exception, have the right to join or establish trade unions of their own accord, and to bargain collectively. The employer must not interfere with, prevent or oppose trade union organization or collective bargaining.

3.2.2. Trade union representatives must not be discriminated against or prevented from carrying out their trade union work.

3.3. Child labor (UN Convention on the Rights of the Child, ILO Conventions No. 138, 182 and 79, ILO Recommendation No. 146).

3.3.1. The minimum age for workers shall not be less than 15 years and in line with (1) the national minimum age for employment, or; (2) minimum age for compulsory school attendance - with the highest age applicable. If the local minimum age is set at 14 in line with the exception in ILO Convention 138, this can be accepted.

3.3.2. Children under the age of 18 must not perform work that is harmful to their health, safety or morals, including night work.

3.4. Discrimination (ILO conventions no. 100 and 111 and the UN Convention on Discrimination against Women)

There shall be no discrimination in employment, remuneration, training, promotion, dismissal or retirement based on ethnicity, caste, religion, age, disability, gender, civil status, sexual orientation, trade union work or political affiliation.

3.5. Brutal treatment

3.5.1. Physical abuse or punishment, or the threat of physical abuse, is prohibited. The same applies to sexual or other abuse and other forms of humiliation.

3.6. Health, environment and safety (ILO Convention No. 155 and Recommendation No. 164)

3.6.1. Efforts must be made to ensure workers a safe and healthy working environment. Hazardous chemicals and other substances must be handled properly. Necessary measures must be taken to prevent and minimize accidents and health damage as a result of, or related to, conditions at the workplace.

3.7. Salary (ILO Convention No. 131)

3.7.1. Salary to workers for a normal working week must at least be in line with national minimum wage regulations or industry standards, whichever is higher. Salary must always be sufficient to cover basic needs, including some savings.

3.8. Working time (ILO Convention No. 1 and 14)

3.8.1. Working hours must be in line with national laws or industry standards, and not exceed working hours in accordance with applicable international conventions. Normal working hours per week should not normally exceed 48 hours.

3.9. Regular employment

3.9.1. Obligations towards workers, in line with international conventions, national laws and regulations on regular employment, must not be circumvented through the use of short-term engagements (such as the use of contract workers, temporary workers and day workers), subcontractors or other employment relationships.

4. Circumstances outside the workplace

4.1. Marginalized population groups

4.1.1. The production and use of natural resources must not contribute to destroying the resource and income base for marginalized population groups, for example by confiscating large areas of land, irresponsible use of water or other natural resources on which the population groups depend.

4.2. Environment

4.2.1. Measures to reduce negative effects on health and the environment throughout the value chain must be carried out through minimizing emissions, promoting efficient and sustainable resource use, including energy and water and minimizing greenhouse gas emissions in production and transport. The local environment at the production site must not be exploited or damaged by pollution.

4.2.2. National and international environmental legislation and regulations must be complied with and relevant emission permits must be obtained.



5. Requirements for compliance by the Supplier

The supplier must seek to comply with these ethical guidelines in its own operations, as well as contribute to compliance with its subcontractors. At the request of Bagges AS, the supplier must be able to:

5.1.1 Document the work that ensures compliance with our guidelines. As a general rule, the documentation obligation applies to and including the production site for the item in question, or the link in the supply chain that is relevant for the delivery in question

5.1.2 Self-declaration from supplier (signing of this document)

6. Breach of the terms

In the event of a breach of the ethical guidelines, Bagges AS will take a process-oriented approach to rectification and demand improvement of the matters pointed out within a reasonable time.

6.1. The supplier is obliged to inform Bagges AS of any breaches of the ethical guidelines, and to present a plan for how to work to comply with the guidelines. This plan must be accepted by Bagges AS for the agreement between the parties to continue.

7. Signature of the supplier: I have read and accepted Bagges AS ethical guidelines

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Company name

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Date

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Signature

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Name

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Title