



The NG Group's Code of Conduct for Suppliers

The Norsk Gjenvinning Group (NG) requires the Group's suppliers to observe the Group's standards with regard to responsibility, integrity and social responsibility, and that suppliers sign a declaration confirming this. This code of conduct reflects NG's principles in areas such as ethics, corruption, human rights, labour standards, etc., and the use of the supplier declaration will ensure increased awareness and responsibility in NG's supply chain.

Compliance with laws and the UN's Global Compact

We hereby confirm that we comply with all relevant laws and regulations in the countries in which we operate. We also confirm that we comply with the UN's Global Compact, which concerns important principles within the areas of human rights, labour standards, the environment and anti-corruption.

Human rights

We will support and respect the protection of internationally recognised human rights (such as the UN's Universal Declaration of Human Rights).

Freedom of association, working hours, salary, etc.

We will comply with national laws, local laws and agreements (including collective agreements) regarding working hours and pay. We will ensure that the agreed salary is paid to employees and to any contract workers and that regulations regarding working hours are observed. Suppliers delivering transport services to NG, shall comply with road traffic legislation/driving and rest time provisions shall be complied with.

We support freedom of association as well as the right to engage in collective bargaining.

All employees and contract workers shall receive a written contract of employment in a language that the employee/contract worker understands. We will comply with the regulations regarding holidays and parental leave of absence.

Forced labour and child labour

We will contribute to the abolition of all forms of forced labour and child labour. We will not employ children under 15 years of age and will ensure that persons under 18 years of age do not perform hazardous work. Nobody shall have their identity papers confiscated or be obliged to pay any form of "deposit" in order to work. No form of suppression, threats, exploitation (verbal or physical) will be tolerated. The same applies to human trafficking.

Working environment and discrimination

We will not accept any form of discrimination, persecution and/or bullying of our employees and any contract staff based on gender, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression, political beliefs, membership of a trade union, types of employees and/or age. This applies in connection with both recruitment and day-to-day operations.

Behaviour and activities that do not promote a positive working environment must not occur. This applies, for example, to threats, violent behaviour, as well as the distribution, sale, possession and use of illegal drugs. No one is permitted to enter the workplace under the influence of alcohol or other intoxicating substances.

Combating corruption, fraud and financial crime

We will combat all forms of corruption, including extortion and bribery. Gifts (and/or other services/payments) to NG's employees, representatives, partners or others closely associated with NG must be avoided and may only be given to the extent that they are insignificant, both in value and frequency, and on the condition that the time and place is appropriate.

Hospitality, such as food and entertainment may be offered if this takes place in a commercial setting and the value is modest. Such hospitality shall, however, not be offered in connection with a tender, bid evaluation or awarding of contracts. NG shall always pay travel and accommodation expenses for its own employees.

Undeclared work and money laundering

We are committed to avoiding any form of undeclared work, money laundering and terrorist financing.

Healthy competition in business

We are committed to avoiding participation in any form of price fixing and will immediately notify the relevant authorities and NG if we discover or have reason to suspect breaches of competition laws and provisions.



Impartiality and conflicts of interest

As a supplier to NG, we shall conduct ourselves in such a manner that no questions can be raised regarding our impartiality.

Confidentiality and media management

NG must approve the marketing and publication of agreements entered into in advance. This also applies to the contents of such agreements. Any statements to the media shall only be issued on the authority of NG's department of Communications or group management.

Environment

We will comply with regulations and permits from the environmental agency to ensure that the environment is not damaged. We will continuously work to reduce our environmental impact, and our operations shall not result in unacceptable environmental impact in the form of discharge/emissions to the atmosphere, soil or water. We support a "be prepared" approach to environmental challenges and will strive to minimise the volume of our own waste and use returnable packaging as far as this is feasible. We will strive to utilise environmentally-friendly sorting and return schemes for waste. We will adapt our work and our services so that we do not contribute to greenhouse gas emission as a consequence of unnecessary energy consumption.

HSE

We will ensure health, safety and environmental working conditions in our workplaces in accordance with the relevant regulations.

We will use mandatory protective and safety clothes and equipment for operations at NG's facilities.

Sanction legislation

We will comply with international and Norwegian sanction provisions directed towards individuals and companies (e.g. trade embargoes, import and export restrictions, sector measures and/or financial restrictions).

Own subcontractors and collaborating partners

We are committed to communicating the principles of this supplier declaration to our own subcontractors and collaborating partners. We shall comply with the provision that we are not permitted to contract out work unless this has previously been agreed in writing with NG.

Quality assurance, whistle-blowing and audits

We confirm that we have a functioning quality assurance system in place as well as a notification system and system for protecting anyone who reports wrongdoing and/or unethical behaviour. NG reserves the right to conduct inspections (audits) of the business, and to demand rectification of any discrepancies.

Data protection

We will ensure that all personal data is treated responsibly and in accordance with data protection legislation. If a data processing agreement is required, such an agreement shall be created simultaneously with the commercial collaboration.

Supplier/company name:

Address:

Date:

Contact person:

Title:

Telephone number:

Email address:

Signature: _____

By signing the NG Group's Code of Conduct for Suppliers, the supplier confirms that it will fulfil the requirements of the declaration. NG has a zero-tolerance policy with regard to behaviour that is in breach with the provisions of the CoC. In the event that the supplier *fails* to comply with the afore-mentioned principles, the supplier will inform NG, and start a process to get in compliance with the principles laid down in the NG Group's Code of Conduct.