

Supplier Code of Conduct



Gjensidige



Contract number:	
Contract description:	

Gjensidiges ambition is to contribute to sustainable development through responsible business practice with emphasis on environment, ethics and social conditions. Therefore, Gjensidige will not offer products or services, nor authorize or carry out acts or transactions, that entail a risk of contributing to unethical behavior, infringing on human rights or labor rights, corruption or damage to the climate and environment.

Gjensidige requires that the manufacturers and suppliers, with which the Group does business, carry out their business activities in accordance with the principles and guidelines of UN Global Compact. All goods must be environmentally sound in terms of the choice of materials, production processes, in use and as waste products.

Gjensidige expect compliance to the 10 principles of UN Global compact as follows:

Human Rights

The Supplier shall exercise its business in a manner that safeguards people's fundamental rights regardless of gender, age, religion, sexual orientation or nationality.

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

The supplier must respect labor rights and promote a safe and secure working environment for all employees, including migrant workers, and workers in difficult working conditions.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining,

The supplier must respect the employees' right to join or form a trade union to protect their interests, and refrain from any trade union if so desired.

Principle 4: the elimination of all forms of forced and compulsory labour;

The supplier shall not use forced labor, either physically or psychologically, as well as have a zero tolerance for slave labor and human trafficking.

Principle 5: the effective abolition of child labour; and

The supplier shall not use child labor. This means that children who are under the age of 15 or children who are obliged to attend school shall not carry out work.

Principle 6: the elimination of discrimination in respect of employment and occupation.

The supplier must refrain from discrimination in the workplace. Discrimination applies to discrimination based on gender, pregnancy, maternity leave or adoption, care issues, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression or age.



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Environment

The supplier shall contribute with measures to reduce harm and work actively to achieve the environmental and climate goals of the Paris agreement.

Principle 7: Businesses should support a precautionary approach to environmental challenges,

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

The supplier must be challenged to make environmentally friendly choices and facilitate circular economy. This involves measures for reuse and recycling, reducing waste, and supporting innovative and more sustainable technological solutions

Anti-corruption

The supplier must actively work against corruption, defined as "abusing its position in order to obtain benefits for the company, itself or others".

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

The supplier must comply with a zero tolerance for corruption by means of a clear set of rules and active enforcement of the

Declaration from the Supplier

As a Supplier of goods and/or services to the Gjensidige Group, I/we undertake to:

- *carry out* my/our business activities in such a manner that we do not violate internationally recognised principles and guidelines pertaining to human and workers' rights, environment and corruption.
- ensure that manufacturers and sub-providers of goods and/or services provided to the Gjensidige group do not violate internationally recognised principles and guidelines pertaining to human and workers' rights, environment and corruption.

If necessary, Gjensidige may request documentation.

Place and date

Signature

Supplier