

Supplier Code of Conduct - Declaration

1 Compliance with Laws

As a supplier to InnTre Kjeldstad AS (INNTRE KJELDSTAD) we will comply with all applicable laws and regulations.

2 Improper Payments

As a supplier to INNTRE KJELDSTAD we will not, in order to obtain or retain business or any advantage in the conduct of business, offer, promise or give any improper advantage to a public official (for a third party) to make the official act or refrain from acting in relation to the performance of her/his official duties. This applies regardless of whether the advantage is offered directly or through an intermediary.

3 Gifts, Hospitality and Expenses

As a supplier to INNTRE KJELDSTAD we will not offer, directly or indirectly, to INNTRE KJELDSTAD employees or representatives or anyone closely related to them gifts except for promotional items of minimal value normally bearing a company logo.

Hospitality such as social events, meals or entertainment may be offered if there is a clear business reason, but the cost must be kept within reasonable limits. Travel, accommodation and other expenses for the individual representing InnTre Kjeldstad will always be paid by INNTRE KJELDSTAD.

Hospitality, expenses, gifts or other favors shall not be offered or received in situations of contract bidding, evaluation or award.

4 Conflict of Interest

As a supplier to INNTRE KJELDSTAD we, and our employees, will not take part in or seek to influence any decision under circumstances that can give rise to an actual or perceived conflict of interest. Such circumstances may be a business interest or a personal interest in the subject matter – economically or otherwise – directly or through someone closely related. If we become aware of a potential conflict of interest we will, without delay, notify INNTRE KJELDSTAD.

5 Minimum Age of Labor

As a supplier to INNTRE KJELDSTAD we shall not employ children below the age of 15. If the child is secured the right for education, play, rest and family life, limited exceptions may be made if this is clearly in the best interest of the child.

6 Forced Labor

As a supplier to INNTRE KJELDSTAD we will not engage or employ people against their own free will, nor will personnel be required to lodge 'deposits' or identify papers upon commencing employment.

7 Freedom of Association & Right to collective Bargaining

As a supplier to INNTRE KJELDSTAD we recognize that our employees are entitled to be – or refrain from being union members and to be represented in collective bargaining agreements. In countries where these rights are restricted our employees will anyway have the right to influence their work situation.

8 Working Hours

As a supplier to INNTRE KJELDSTAD we will comply with local law or agreements regarding working hours.

9 Wages

As a supplier to INNTRE KJELDSTAD we will ensure that wages paid to employees and hired labor are considered fair.

10 Employment Practices

As a supplier to INNTRE KJELDSTAD we will treat our employees equally and fairly. We will not accept any form of harassment or discrimination.

11 Diversity & Inclusion

As a Supplier to INNTRE KJELDSTAD we will hire, compensate, promote, discipline, and provide other conditions of employment based solely on an individual's performance and ability to do the job. We will not discriminate based on a person's race, colour, gender, sexual orientation, marital status, religion, political affiliation, nationality, ethnic background, social origin, age or disability or any other legally protected characteristic.

12 Security Resources

As a supplier to INNTRE KJELDSTAD, we will observe strict requirements for the selection of security contractors to avoid human rights risks in countries where security firms are not properly regulated.

13 Environment

As a supplier to INNTRE KJELDSTAD we will work according to internationally recognized environmental management principles and aim for continuous improvement. We will comply with national environmental legislation and discharge permits. We will work to achieve energy efficiency and minimize harmful discharge, emissions and waste production in a lifecycle perspective.

14 Health and Safety

As a supplier to INNTRE KJELDSTAD we will work ambitiously, through continuous improvement, for a healthy work environment and safe and secure conduct according to internationally recognized health and safety management principles and practices and applicable law.

15 Selection of Business Partners, Agents and other Intermediaries

As a supplier to INNTRE KJELDSTAD we will promote that potential business partners, agents and intermediaries adopt the principles set forth in this Supplier Declaration.

16 - Standards towards own Supplier

As a supplier to INNTRE KJELDSTAD we will promote the implementation of the principles set forth in this Supplier Declaration towards own suppliers.