



Supplier Code of Conduct

12.02.2025

SUPPLIER CODE OF CONDUCT

Introduction

Mjøs Metallvarefabrikk AS is committed to promoting good working conditions and environmental standards throughout our organization and supply chain. This is an important social responsibility, and our Ethical Guidelines for Suppliers are based on our internal policies and three core values: *SAFETY, COMMITMENT, AND AMBITION.*

These guidelines emphasize our dedication to responsible business practices and outline key requirements and expectations for our suppliers and partners. We expect all our suppliers to actively implement and adhere to these guidelines both internally and externally. Compliance with these guidelines is a crucial factor in the selection of new suppliers and the follow-up of existing ones.

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Labor Rights

We are committed to ensuring and promoting fundamental labor rights throughout our supply chain. Our principles include:

1. Prohibition of Child Labor

Child labor is strictly prohibited under all circumstances. We require our suppliers to fully comply with relevant laws and regulations to safeguard children's rights.

2. Preventing Human Trafficking

We strongly oppose all forms of human trafficking and expect our suppliers to actively work to prevent and eliminate such practices within their operations.

3. Commitment to Equality and Respect

Discrimination based on race, gender, ethnicity, religion, culture, sexual orientation, or any other personal characteristic is unacceptable. We require a workplace culture that fosters inclusion and respect at every level of our supply chain, with a strict zero-tolerance policy for bullying and harassment.

4. Fair Wages and Working Conditions

All workers must be guaranteed wages and working conditions that meet or exceed national and international standards. We expect this principle to be upheld throughout the supplier's own value chains as well.

5. Safe and Healthy Work Environment

We are committed to providing a safe and healthy work environment that prevents accidents and health hazards. This includes implementing and maintaining necessary safety protocols to protect employees.

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Compliance with Laws and Regulations

We expect all our suppliers to comply with applicable laws, regulations, and directives in the countries where they operate. This includes, but is not limited to:

1. Labor Law Regulations

Compliance with national and international standards regarding workers' rights, workplace safety, wages, and working hours.

2. Health, Safety, and Environment (HSE)

Compliance with laws and regulations that ensure a safe and healthy work environment, as well as including proactive measures to prevent accidents and health risks.

3. Anti-Corruption and Ethical Business Practices

Strict adherence to laws against corruption, bribery, fraud, and other unethical practices, as well as a commitment to actively promoting transparency in business operations.

Environmental Responsibility

We are committed to promoting sustainability and environmental awareness throughout the supply chain. By setting requirements for environmental responsibility across the entire value chain, we aim to contribute to a more sustainable future. Our expectations for suppliers include the following:

1. Compliance with Environmental Laws and Regulations

All suppliers must comply with applicable environmental laws and regulations in their respective countries, as well as international standards where relevant.

2. Reduction of Environmental Impact

Suppliers must actively work to minimize their environmental impact through effective measures to reduce emissions, energy consumption, waste, and resource usage.

3. Innovation and Continuous Improvement

We encourage suppliers to implement innovative solutions and continuously improve their processes and products to promote environmental sustainability.

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Confidentiality and Privacy Protection

We are committed to protecting sensitive information and personal data in accordance with applicable laws and regulations. Our expectations for suppliers include the following:

1. Protection of Confidential Information

Suppliers are responsible for protecting all confidential information received from Mjøs Metallvarefabrikk AS. All information must be handled with the utmost care and must not be shared with third parties unless strictly necessary for the execution of the assignment, and only in accordance with agreements that ensure confidentiality. This obligation remains in effect even after the collaboration has ended.

2. Compliance with Data Protection Laws

Suppliers must comply with all relevant data protection laws and regulations, including the General Data Protection Regulation (GDPR) where applicable. This includes the proper collection, processing, storage, and deletion of personal data.

Reporting of Violations

We place great emphasis on ethical and legal practices throughout our business and supply chain. To uphold our standards, we expect suppliers and their employees to report any violations or concerns. Suppliers must have established mechanisms for reporting breaches of these guidelines, and in cases of suspected or confirmed violations, full cooperation with Mjøs Metallvarefabrikk AS is expected in all investigations.

Transparency

We consider openness and integrity to be fundamental principles of our business and expect our suppliers to uphold the same standards. Transparency throughout the supply chain is crucial for fostering trust, accountability, and strong collaboration. Our expectations for suppliers include the following:

1. Transparent Communication

Suppliers must maintain open, honest, and timely communication with us. This includes sharing relevant information related to operations, deliveries, challenges, and any deviations.

2. Access to Supply Chain Information

We expect suppliers to provide insight into their supply chain, including information about subcontractors, to ensure compliance with our standards and promote accountability at all levels.