



SHIP SUPPLY

## **Environmental, Social and Governance – Supplier Code of Conduct**

The Wrist Group is committed to carrying out business in a sustainable way. In order to promote the long-term interests of Wrist and our stakeholders, we strive to maintain the highest legal and ethical standards in all business practices.

Wrist's Business Principles have been formulated as an extension of our values, guidance and mission, increasing transparency and describing the way we act while achieving our business goals. We expect our suppliers and others we work with to live up to the same standards. The current Business Principles can be found on [wrist.com](http://wrist.com).

As a supplier to the Wrist Group, you warrant that you comply with:

### **Environmental**

The Supplier will adhere to all applicable environmental laws and will have zero incidents (understood as prosecution or government investigation regarding breach of environmental regulations).

The Supplier strives to minimize their impact on the environment, hereunder handling of waste, reducing greenhouse gas emissions, reduction and recycling of natural resources, including water, paper and packaging material. Specifically, the Supplier will minimize the use of plastic in packaging and ensure recycling of plastic material whenever possible, and will not deliver such single use plastic products as informed by Wrist Group and which can be found on [wrist.com](http://wrist.com).

Furthermore, the Supplier is obliged to take action to achieve a deforestation-free supply chain.

### **Social**

The Supplier is fully compliant with all local and applicable international employment legislation and conventions on human rights, including zero tolerance of child or forced labor (zero incidents).

The Supplier strives to have zero fatalities and to avoid high consequence work-related injuries or ill health.

The Supplier is committed to employees' right to freedom of association and collective bargaining and committed to paying wages and benefits for a standard working week that meet, at a minimum, national legal standards, or industry benchmark standards, whichever are higher. In any event, wages shall always be enough to meet basic needs and to provide some discretionary income. The Supplier will promote a culture of belonging by working towards fair representation of underrepresented groups in employee recruitment and by committing to equal pay for equal work.

The Supplier will show zero tolerance of discrimination or harassment of any type, including based on age, race, gender, religion, sexual orientation or disability.

### **Governance**

The Supplier will comply with all applicable laws and regulations, including environmental, employment, health and safety, and human rights regulations, as well as Wrist policies regarding anti-corruption (anti-bribery), sanctions, export control, competition regulation and handling of personal data.

We encourage you to ensure the same standards at your own suppliers and manufacturers and we expect you to report any breach of the above requirements.

### **Signature:**

The Supplier hereby confirms compliance with the above principles.

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Company: \_\_\_\_\_