

**Jordanes AS  
Supplier Code of Conduct**

*Approved by the Jordanes board November 2023.*

Jordanes strive towards responsible business conduct that respects people, society, and the environment. This code of conduct for suppliers has been developed as a complement to the Jordanes Code of Conduct. To achieve responsible business conduct we wish our subsidiaries to work in close partnership with their suppliers and business partners. Jordanes considers collaboration to be a prerequisite for responsible business conduct, and key to the achievement of the UN Sustainable Development Goals.

**Requirements – own business - Jordanes**

The Jordanes DNA, Code of Conduct and ESG Charter form the basis for our sustainability work, including in our supply chain. We seek to always improve our Charter, policies, and practices. The DNA, Code of Conduct, ESG Charter and relevant policies and reports are available at [jordanes.no](http://jordanes.no).

Our suppliers and partners can expect from Jordanes subsidiaries that our purchasing practices will strengthen, and do not undermine, their opportunity to deliver on our requirements related to people, society, and the environment. Jordanes always seeks collaboration to achieve responsible business conduct. However, we will end business relationships or other forms of collaboration if our supplier or partner does not meet our expectations for responsible business conduct.

**Requirements – conditions in the supply chain**

We expect our suppliers and partners to work focused and systematically to comply with our Supplier Code of Conduct, that covers fundamental requirements on human rights, labor rights, anti-corruption, animal welfare and the environment. Our suppliers shall:

- Follow this Supplier Code of Conduct.
- Conduct due diligence on responsible business conduct. This involves conducting risk assessments to identify potential negative impacts on people, society and the environment and to stop, prevent and reduce such impact. The measures put in place must be monitored and their effects evaluated. The measures taken must be communicated to those affected by your actions. If the supplier is responsible for the negative impact/damage, they are responsible for providing remedy.<sup>1</sup>
- Show willingness and ability to continue improvement for people, society, and the environment through collaboration.

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<sup>1</sup> *OECD, «Due Diligence Guidance for Responsible Business Conduct», 2018.*

- At the request of Jordanes, be able to document how they, and potential subcontractors, work to comply with the guidelines.
- Have a system in place to manage complaints related to human rights, labor rights, the environment and corruption.
- Avoid trading with partners that have activities in countries where a trade boycott is imposed by the UN and/or Norwegian Government authorities.
- If the supplier, after several requests by Jordanes, does not show the willingness or ability to comply with the guidelines for suppliers, the contract may be cancelled.

### Expected follow-up and guidance by Jordanes

At the request of Jordanes or a Jordanes subsidiary the supplier must be able to document how they, and any potential subcontractors, work to comply with the Supplier Code of Conduct. This may be done through follow-up meetings and/or mapping of conditions in the supply chain. Should Jordanes or a Jordanes subsidiary request an assessment of subcontractors' compliance with the Guidelines, the supplier is required to provide the name and contact details of subcontractors.

### Principles for responsible business conduct

[Jordanes Principles for Responsible Business Conduct](#) are based on UN and ILO conventions and provide minimum, not maximum standards. The relevant legal framework at the place of production shall be respected. Where national laws and regulations address the same subjects as these guidelines, the most stringent shall apply.

*This Code of Conduct has been developed in accordance with the Jordanes ESG Policy-Making Procedure.*

### Version control

Valid from	Revision category (new/updated/wording)	Description important changes
November 2023	New	
April 2024	Wording	
December 2025	Updated	Changes made in line with changes in Jordanes Group organization

