

# CODE OF CONDUCT FOR SUPPLIERS



Benders believe in a fair way of doing business. This document has been established in order to make our position clear to suppliers and other parties regarding how this should be granted. In addition to national and international laws and regulations, producing and selling products to the Benders Group includes the following requirements.

## I. Anti-corruption

The supplier shall adhere to the UN Convention against Corruption. This means that the supplier shall not engage in or accept any form of corruption and bribes. The supplier shall comply with relevant legislation concerning procurement, competition, taxes, and fees to ensure fair competition.

## II. Legal requirements

The supplier must comply with national and international laws and regulations.

## III. Working conditions

The supplier must treat their work force in a fair and respectful way and has to acknowledge fundamental human rights according to the Universal Declaration of Human Rights (United Nations 1948). Human rights are rights inherent to all human beings, whatever our nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status. We are all equally entitled to our human rights without discrimination. These rights are all interrelated, interdependent and indivisible (ILO No. 29, No. 105, No. 87, No. 98, No. 100 and No. 111).

This includes; providing a healthy and safe working environment (ILO No. 170, No. 155 and No. 148), pay at least the minimum legal wage and compensate for any overtime, ensure reasonable privacy, as well as follow the local regulations for social and working conditions and environment protection provided in the country of production.

Suppliers must accept to follow ILO's Minimum age Convention (No. 138), ILO's Child Labour Convention (No. 182) regarding prohibits and immediate actions against worst forms of child labour. Suppliers must also comply with UN's Convention on the rights of the child, 1989 (No. 32). Convention on the rights of the child contains four basic principles that should be governed. Ban discrimination of any kind, always take children in priority, every child has the inherent right to life and development as well as the right to freedom of expression.

## IV. Environment

Any suppliers to Benders shall work actively to reduce waste and emissions, handle chemicals and hazardous waste in a professional manner, and recycle whenever applicable. The supplier shall actively work to reduce its environmental impact both in the short and long term and comply with current legislation regarding, for example, permits and registrations.

## V. Implementation

All suppliers shall be made aware of this writing by the Benders representative handling the purchase. This writing applies to the supplier and any sub-supplier that is used to fulfil any shipment to Benders.

Benders reserves the right to do unannounced visits to the supplier, and any sub-supplier used, at any point in time. Benders do also reserve the right to appoint a third part to fulfil these visits.

Benders reserves the right to immediately cancel any collaboration with a supplier, with no regard to the length of the agreement, that does not fulfil these requirements.

A handwritten signature in blue ink, appearing to read "Ove Bender".

Ove Bender, Group manager