Supplier Code of Conduct

Haaland Industri is committed to increasing its value for customers, employees, shareholders, and other stakeholders by offering products and services in the market in a sustainable and profitable manner. At the same time, we shall maintain a high level of ethical standards globally. Haaland Industri and its employees shall comply with the laws of the countries in which it operates, as well as internal ethical guidelines.

Furthermore, we are committed to ensuring that our suppliers strive for sustainable and ethically responsible practices within their organization and throughout their supply chain. To meet this, we have developed ethical guidelines applicable to suppliers of Haaland Industri.

Suppliers to Haaland Industri are obligated to comply with the requirements set forth in this document within their own operations. These ethical guidelines are based on the UN Universal Declaration of Human Rights, ILO Conventions, the Transparency Act, and the ten principles of the UN Global Compact. Suppliers shall also stay informed about and comply with the laws, regulations, and decisions applicable to their business.

The Transparency Act

The Transparency Act aims to promote businesses' respect for human rights and decent working conditions, as well as ensure public access to information. Suppliers covered by the Transparency Act must conduct due diligence assessments and publish the findings of these assessments.

Compliance with Laws:

Suppliers shall comply with national and international laws and regulations in the countries where they operate. This includes labor laws, environmental laws, anti-corruption laws, and trade restrictions.

Information Security - General Data Protection Regulation (GDPR)

Suppliers shall protect confidential information and handle personal data in accordance with applicable privacy laws. Measures for information security must be in place to prevent unauthorized access, alteration, or destruction of data.

Sustainability and Environment

Suppliers shall operate sustainably. This includes identifying risks and implementing measures to minimize negative impacts on health and the environment. Suppliers must focus on sustainable resource use and promote this among employees and throughout the supply chain.

Hazardous chemicals and other substances must be managed responsibly.

Human Rights

Suppliers shall respect internationally recognized human rights as defined in UN and ILO core conventions. This includes the UN International Covenant on Economic, Social, and Cultural Rights (1966), the UN International Covenant on Civil and Political Rights (1966), and ILO core conventions on fundamental rights and principles at work. Suppliers shall work towards decent working conditions, including a living wage and ensuring health, safety, and environmental standards throughout the supply chain.

Discrimination

Suppliers shall treat their employees with dignity and respect. There shall be no discrimination or harassment based on gender, pregnancy, parental leave, adoption, caregiving responsibilities, ethnicity, religion, beliefs, disability, sexual orientation, gender identity, gender expression, or age.

Child Labor

Suppliers shall not engage in child labor or any form of work that deprives children of their childhood, potential, or dignity, or that is harmful to their physical or mental health and development.

Forced Labor

Suppliers shall not engage in any form of forced or involuntary labor. Suppliers shall not withhold wages, identity documents, property, or similar items to coerce employees into work. Workers have the right to terminate their employment according to the notice period.

Employment, Wages, and Working Hours

Suppliers shall ensure that legal working hour regulations are followed and that all employees receive written employment contracts outlining the employment relationship in a language they understand.

Suppliers shall ensure that wages meet any relevant national statutory minimum wage standards. The salary, including necessary supplements, must be contractually agreed in writing and transferred via bank transactions to employees on time.

Suppliers shall respect workers' need for rest and ensure that all employees have the right to paid vacation in accordance with ILO Convention No. 132.

As a general rule, permanent employees shall be used for contract work performed for Haaland Industri.

Freedom of Association and Collective Bargaining

Suppliers shall ensure that all employees are free to form, join, or not join trade unions of their choice. Employees also have the right to engage in collective bargaining without fear of retaliation.

Money Laundering

Suppliers shall not participate in any form of money laundering or attempt to launder money.

Transparency and Accountability

Suppliers must commit to transparency, accountability, and accuracy in all their activities while adhering to confidentiality obligations. All financial records must be accurate, registered, and recorded in compliance with laws and accounting standards.

Corruption

Suppliers shall oppose all forms of corruption in both the public and private sectors. Suppliers shall ensure that no employees or other representatives of the supplier, directly or indirectly:

A) Demand, receive, or accept an offer of an improper advantage for themselves or others in connection with the performance of their position, office, or assignment.
B) Give or offer anyone an improper advantage in connection with the performance of their position, office, or assignment.

Gifts, Hospitality, and Courtesies

Suppliers shall not, directly or indirectly, offer or give gifts, including cash gifts, entertainment, or expense coverage to Haaland Industri employees, representatives, or their close relations unless the gift is of modest value.

Courtesy gestures such as social events, hospitality, or entertainment may be offered if there is a business aspect involved and the cost remains modest.

Expenses for travel and accommodation for Haaland Industri representatives shall be covered by Haaland Industri.

Gifts, hospitality, or other courtesies shall never be offered or given in connection with procurement processes and contract negotiations.

Whistleblowing of Improper Conduct

Suppliers are required to have procedures for reporting concerns related to contract execution, ensuring that these procedures are available and known.

Individuals who report improper conduct shall be protected against retaliation.

Self-Declaration

We confirm that we have read and understood the ethical guidelines and affirm that we comply with the guidelines in this document.

We confirm that we inform our subcontractors and take necessary measures to ensure their compliance with these guidelines.

Leverandørnavn: _____

Sign:_____

Sted/dato:_____