



# Supplier Code of Conduct – Climate

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## Introduction

Through our set of values, Eplehuset is committed to the highest standards of social and environmental responsibility and ethical conduct. Part of this is to hold our suppliers to the same standard, as they are required to provide safe working conditions, treat workers with dignity and respect, act fairly and ethically and have environmentally responsible practices wherever they source raw materials, manufacture their products or provide their services to Eplehuset. Eplehuset requires its suppliers – distributors, manufacturers and service providers – to operate in accordance with the principles and requirements set out in this code of conduct, as well as be in full compliance with all applicable local laws and regulations at their place of operations. This code goes beyond just the minimum legal requirements, it also draws upon internationally recognized standards to advance social and environmental responsibility. Wherever the code differs from local laws and regulation, the more stringent standard shall apply – as long as it doesn't violate local laws and regulations.

Eplehusets code of conduct consists of two documents. One for social responsibility, which is legally required from us in the Transparency Act in Norwegian Law, and describes supplier conduct in areas of labor, human rights and health and safety. The other describes Eplehusets ambitions and values within the scope of environmental responsibility and climate footprint.

Eplehuset reserves the right to assess its suppliers' compliance with this code, any violation may jeopardize a supplier's business relationship with Eplehuset, up to and including termination. This code applies to Eplehusets suppliers and their subsidiaries, affiliates, subcontractors and next-tier suppliers providing products or services to Eplehuset. Eplehusets contractual partner will be held responsible for ensuring the subcontractors' compliance.

## Environmental requirements

In order to supply products or services to Eplehuset, a supplier is required to have environmental management systems in place, to ensure the supplier has methods for working actively and systematically to reduce the negative impact of all activities related to its partnership with Eplehuset on the environment.

For the duration of the partnership, the supplier shall continually work to achieve the following:

- Reduce the use of plastics and increase the proportion of renewable and recycled materials
- Ensure that packaging can be easily separated by hand into individual materials for recycling, including cardboard, paper, plastic and textiles. Product packaging shall not contain heavy metals like lead, mercury or chromium.

The supplier shall, in agreement with Eplehuset, find a suitable method of reporting any measures implemented in this regard.

### Documentation requirements

Upon request from Eplehuset, the supplier must provide documentation of its environmental management system. If the supplier is certified by relevant European or international standards from accredited bodies like ISO14001 or equivalent, these certifications can be submitted as documentation.

## Notes on supply chains for conflict minerals

Suppliers, manufacturers and any subcontractor supplying products to Eplehuset shall have systems in place to ensure responsible management of the supply chain where the following minerals are part of the products or manufacturing:



- Tantalum, tin, tungsten and gold (3TG conflict minerals)
- Cobalt

The system must comply with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, or equivalent. The system shall ensure the supplier:

- Has established management systems that are publicly available
- Assess and evaluates risk of conflict and human rights violations in the supply chain
- Develops and implements strategies for handling identified risks
- Ensures the execution of independent 3<sup>rd</sup> party due diligence of the supply chain
- Reports publicly on its work with due diligence of the supply chain

#### Documentation requirements

Upon request from Eplehuset, the supplier must provide documentation of its work related to conflict minerals supply chain. The documentation shall include links to reports and management system descriptions made publicly available on supplier or manufacturer webpages, or copies of such reports together with information on how these are made publicly available.

All documentation requests from Eplehuset shall be responded to, with complete documentation, as soon as possible, and not more than 30 days from receiving the request.

Any questions or requests for information or assistance in regards to this Code of Conduct can be directed to Eplehusets Quality Control Board at [quality@eplehuset.no](mailto:quality@eplehuset.no) or directly to your contact person in Eplehusets product management and purchasing department.

#### References

UN Universal Declaration of Human Rights

<https://www.un.org/en/universal-declaration-human-rights/>

ILO Core Conventions

<https://www.ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang--en/index.htm>

OECD Due Diligence for Responsible Supply Chains

<https://www.oecd.org/daf/inv/mne/mining.htm>

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This document serves as an addendum to any agreements or contracts between Eplehuset and any supplier of goods and services, and is to be considered an integral part of the contract. Any breach of this code of conduct is considered a breach of contract, and is subject to sanctions, economical claims or termination as detailed in the main contract.

Addendum to contract between:

Eplehuset and \_\_\_\_\_ (contract partner)

As signed per \_\_\_\_\_ (date)

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

\_\_\_\_\_  
Name  
Eplehuset AS

\_\_\_\_\_  
Name  
Partner