



Supplier Code of Conduct – Social Responsibility

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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.

Social responsibility

In accordance with Norwegian law (Transparency Act), Eplehuset is obligated to ensure transparency and work on fundamental human rights and decent working conditions, both internally in our own enterprise and through due diligence towards our suppliers and sub-contractors.

In order to supply products or services to Eplehuset, a supplier is required to have quality management systems in place, to ensure the supplier has methods for managing its supply chain; as well as traceability systems to ensure compliance with basic human rights, including:

- No worker shall be subjected to torture or cruel, inhuman or degrading treatment or punishment (UN Universal Declaration of Human Rights art. 5)
- Every worker has the right to just and favorable pay, ensuring the worker and his/her family a dignified life, and which, if necessary, is supplemented by other social protection (UN Universal Declaration of Human Rights art. 23.3)
- Every worker has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay. (UN Universal Declaration of Human Rights art. 24)
- ILO Core Conventions
 - #138 and #182 (prohibition of child labor)
 - #29 and #105 (prohibition of forced and slave labor)
 - #100 and #111 (prohibition of discrimination)
 - #87 and #98 (freedom of association and the right to collective bargaining)

The afore mentioned requirements are minimum standards. Any local labor legislation must be complied with. This includes, but is not limited to, wage and working hours regulations, health, environmental and safety regulations, statutory insurances and social security systems, as well as employment contracts. Wherever conventions, local laws and regulations apply to the same subject matter, the highest standard shall apply.



Documentation requirements

Upon request from Eplehuset, the supplier must provide descriptive documentation of its quality management system. The documentation must enable systematic auditing in regard to safeguarding fundamental human rights, ILO Core Convention and international law, including relevant UN decisions that Norway has committed to. The documentation shall specify methods and/or systems (SA8000 or similar) that enables tracing countries of origin and specific production sites involved in the supply chain for products and services provided to Eplehuset.

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 regarding this Code of Conduct can be directed to Eplehusets Quality Control Board at 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/i/index.htm>

OECD Due Diligence for Responsible Supply Chains
<https://www.oecd.org/daf/inv/mne/mining.htm>

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