

A/S PALS		Dok.id.: III.4.4.3
Dokumenttype Dokument	Dokumentnavn: Supplier Code	Versjonsnr: 2.01
Skrevet av: Dag Stahli	Gjelder fra: 24.06.2022	Godkjent av: T.P.Aarø
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Why we have a Supplier Code

As a food manufacturer, we have a fundamental responsibility to ensure the safety and quality of our products. As a major purchaser of raw material like green coffee, tea, seeds, almonds, nuts etc., we are committed to working to ensure the sustainability of this sector and to encouraging sustainable practices in all areas of our supply chain.

Our Code of Conduct reflect our commitment to conducting business in an ethical, legal and responsible manner. We expect the same commitment from our suppliers and their employees, agents and subcontractors. This Supplier Code sets forth essential minimum requirements expected from you as one of our suppliers (the "Supplier").

Compliance with laws and regulations

The Supplier must comply with all applicable local and national laws, rules, regulations and requirements of the country in which they grow, manufacture, distribute or provide products or services.

Compliance with international labor standards

We further expect the Supplier to respect and comply with international labor standards as defined by core conventions of the International Labor Organization (ILO).

Freely chosen employment

All employment must be freely chosen. Forced or bonded labor or involuntary prison labor is not to be used. All work will be voluntary, and workers should be free to leave upon giving reasonable notice.

No child labor

The term "child labor" refers to work that is mentally, physically, socially, or morally dangerous and harmful to children, and interferes with their schooling. Child labor is strongly condemned by AS Pals.

The Supplier must not recruit, engage or support the use of child labor and should respect and realize the principles of ILO Convention No. 138, on the minimum age for admission to employment and work, and ILO Convention No. 182, on the worst forms of child labor.

Freedom of association

The Supplier respects the legal rights of employees, as applicable, to join or to refrain from joining worker organizations of their choice, including trade unions, and to bargain collectively.

Legal and fair compensation

The Supplier compensates employees relative to the industry and local labor market. The Supplier operates in full compliance with applicable laws and regulations regarding wages, work hours, benefits and binding agreements, including overtime work and other pay arrangements.

No excessive working hours

The Supplier complies with applicable laws with respect to the number of working hours per day and the number of days worked in a week.

No discrimination

Subject to any required affirmative action obligations, the Supplier will hire, compensate, promote, discipline, and provide other conditions of employment based solely on an individual's performance and ability to do the job. The Supplier will not discriminate based on a person's race, sex, age, nationality, marital status, ethnic origin or any other legally protected status.

Respect and dignity

The Supplier treats all employees with respect and does not engage in or support the use of corporal punishment, threats of violence, verbal, physical or visual abuse or other forms of mental, sexual or physical coercion or harassment.

Safe and healthy working conditions

The Supplier provides employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Adequate steps are taken to prevent accidents and injury to health arising out of, associated with or occurring in the course of work, by minimizing the causes of hazards inherent in the work environment. All facilities provided for use by employees are clean and safe.

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Background checks and drug-free workplace

Except to the extent prohibited by applicable laws or regulations, the Supplier will not employ or otherwise engage persons directly in making, packaging, storing and shipping products unless the Supplier has carefully interviewed, screened and checked the background of such persons, in order to ensure that they (a) possess the qualifications and the physical and mental capacity to perform all assigned duties, (b) do not pose a risk to anyone's health, safety or welfare, and (c) have not been convicted of and not pardoned, or have been released from incarceration, for a felony criminal offense related to the work to be conducted on products. The Supplier ensures that any person assigned to work on products is legally entitled to work in the country in which he or she is employed.

The Supplier applies a zero tolerance policy for illegal drugs in hiring employees and at the workplace; subject to local legal requirements and best practice, the Supplier screens potential employees for use of illegal drugs.

Corruption

The Supplier does not engage in any corrupt practices with any other party to advance the Supplier's or AS Pals's business interests. Corrupt practices include, but are not limited to, the authorization of direct or indirect payments of money, goods or services of value to local government officials, political parties or political candidates, or their friends or relatives, for the purpose of influencing the acts or decisions of local officials. Corrupt practices also include offering or receiving any advantage to or from other parties as an inducement to do something which is dishonest, illegal or a breach of trust, in the conduct of business.

Suppliers are encouraged to respond if they have fair reason to believe that AS Pals's employees or its agents or subcontractors engage in wrongful acts including but not limited to financial irregularity or inaccuracy, fraud, anticompetitive or corrupt practices or violations of significant labor, health, safety or environmental requirements.

Monitoring compliance

We expect the Supplier to take all necessary steps to inform its employees, agents and subcontractors of the principles set forth in the AS Pals Supplier Code and to take appropriate action to ensure understanding of and compliance with its principles. AS Pals encourages the Supplier to maintain necessary documentation to demonstrate compliance with the principles stipulated in this Supplier Code and expects to be given the right to audit the Supplier's compliance with these principles. If areas of non-compliance are observed, the Supplier will be asked to take corrective action. In the event that the Supplier fails to do so in a timely manner, AS Pals may terminate its business relationship with the Supplier.

Supplier Declaration

We the undersigned hereby confirm that:

- We have received and taken due note of the AS Pals Supplier Code, status as of Juni 20 2017
- We are responsible for being aware of all relevant laws and regulations of the country or countries in which our company operates
- We will inform AS Pals in case of conflict between provisions of the AS Pals Supplier Code and any applicable laws or regulations in our countries of operation
- We will observe and conform to the AS Pals Supplier Code
- We will communicate as appropriate to our employees, agents and subcontractors the AS Pals Supplier Code and ensure that they comply with the provisions therein
- We will provide upon AS Pals's request relevant documentation supporting our compliance with the Supplier Code provisions.

Please sign and complete the next side and, return this Supplier Declaration as noted, to AS Pals.

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NAME (PLEASE USE BLOCK LETTERS): _____

TITLE: _____

COMPANY: _____

COMPANY ADDRESS: _____

E-MAIL: _____

PHONE: _____

SIGNATURE / DATE: _____

Please return the signed and dated Supplier Declaration to AS Pals