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| Code of conduct for collaboration partnersand suppliers | 2016-01-01 | none |
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| Code of Conduct – Garpco 1.0 | 1.0 Eng | CEO | Markus Strand |



**Code of conduct for collaboration partners and suppliers** *Garpco work long-term for creating profitable growth in combination with a business that will be responsible and based on sustainable development. It means that we limit the impact on the environment, social responsibility, and provides a safe and secure working environment for employees.*

*This responsibility applies to all employees, managers and board members.*

*Garpco with its employees as well as partners and suppliers, are expected to comply with all the laws and regulations in the countries in which they operate as well as international practice.*

**Code of conduct**

Garpcos Code of Conduct clarifies how we show respect for human rights, working proactively with issues concerning the environment and working environment, practicing good business ethics, and are straight and honest in our communication. The Code of conduct is based on international conventions and agreements. Together with the rules of corporate governance and the group's other guidelines the Code of conduct works as a framework for us.

Garpco supports the UN Global Compact’s ten principles concerning human rights, working conditions, the environment and corruption. The company must not only follow local laws and regulations, but also well-established and widespread international conventions, agreements and ethical norms. This responsibility covers the entire value chain in our business activities and also includes our collaboration partners, suppliers and their subcontractors. To be a supplier to Garpco, companies are required to support the UN Global Compact and its ten principles and try their best to meet the requirements placed on them, in addition to following the code of conduct.

The companies in question are also expected to ensure that:

• Bribery never occurs within business relationships.
• They never operate contrary to relevant competition laws.
• They disassociate themselves from child and forced labour as well as slavery and other forms of involuntary labour.
• They do not employ methods such as corruption, bribery and unfair competition-limiting practices which distort the markets or hinder economic, social and demographic development.
• They do not allow discrimination or harassment, and attempt to give all people equal opportunities regardless of origin, skin colour, gender, nationality, religion, ethnic affiliation or other particular characteristics.
• They do not tolerate forced labour or other forms of involuntary labour. Methods which limit employees’ free movement are not permitted.
• Gifts, services, etc. given to business contacts are not contrary to what is locally considered good business practice or international practices.
• Gifts and services are only given at an appropriate time and place and are not excessive in either value or frequency.

**The ten principles of the UN Global Compact**

The UN Global Compact encourages the company to adopt, support and accept a set of core values in the areas of human rights, labour laws, the environment and combatting corruption within the sphere of the company’s influence.

**Human rights**1: The company is requested to support and respect the defence of international human rights within the sphere it may influence; and
2: make sure that their own company is not involved in violating human rights.

**Working conditions**3: The company is requested to maintain freedom of association and recognise the right to collective bargaining;
4: the abolition of all forms of forced labour;
5: the abolition of child labour; and
6: the abolition of discrimination during recruitment and professional activities.

**Environment**7: The company is requested to support the precautionary principle which applies to environmental risks;
8: take the initiative to promote greater environmental responsibility; and
9: encourage the development and spread of environmentally-friendly technology

**Corruption**10: The company should oppose all forms of corruption, including extortion and bribery

**VIOLATION OF THE CODE OF CONDUCT**

Violation of the Code of Conduct will be considered a significant breach of contract which may result in the termination of the contract and exclusion as a qualified supplier to Garpco.

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We accept this Code of Conduct for collaboration partners and suppliers

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We do **NOT** accept this Code of Conduct for collaboration partners and suppliers

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Company: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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