



# AF Gruppen Supplier Declaration

## Introduction

AF Gruppen ASA and its subsidiaries must be reliable. AF Gruppen want to be associated with suppliers and subcontractors who are committed to complying with the values and requirements outlined in our «Purpose, Objectives and Values»<sup>1</sup> and «Code of Conduct»<sup>1</sup>. By signing an agreement with AF Gruppen you accept this supplier declaration and all its contents. AF Gruppen has a policy of zero tolerance in respect of any conduct which fails to comply with the provisions contained in this Supplier Declaration.

## Compliance with legislation and the UN Global Compact

We confirm that we comply with all the relevant legislation and regulations which apply in those countries in which we operate. We will also comply with the UN Global Compact<sup>2</sup>, which deals with important principles relating to human rights, working standards, the environment and anti-corruption.

## Human rights

We will support and respect the protection of internationally recognised human rights (such as the Universal Declaration of Human Rights which was adopted on 10 December 1948).

## Working hours and wages

We will comply with local and national legislation and agreements relating to working hours and collective wage agreement. We will ensure that agreed wages will be paid to our employees and any hired labour.

## Forced labour and child labour

We will contribute to the abolition of all forms of forced labour and child labour. No-one should experience having their identity papers taken away or having to pay any type of deposit in order to work. No forms of suppression, threats or exploitation, either verbal or physical, will be tolerated.

## Working environment and discrimination

We will not accept any forms of differential treatment, discrimination, persecution or harassment which occur due to one's ethnicity, skin colour, religion, nationality, gender, sexual orientation, age or disabilities. This applies both in connection with appointments and during daily operations.

Conduct and activities that do not promote a good working environment must not occur. This includes threats and violent behaviour, as well as the distribution, sale, possession and use of illegal drugs. No one must attend work under the influence of alcohol or other intoxicants. We accept that the use of noisy mass media is not permitted at the workplaces of AF Gruppen. We accept that the use of mobile phones is not permitted during meetings held in connection with AF Gruppen projects.

## The environment

We will support a precautionary approach to environmental challenges. We will seek to minimise the amount of waste at construction sites and make use of returnable packaging whenever possible. We will promote the development of environment-friendly waste sorting and return schemes. We will organise our work and services so that they do not contribute towards climate emissions caused by the unnecessary consumption of energy.

<sup>1</sup> <http://www.afgruppen.com/values>

<sup>2</sup> <http://www.unglobalcompact.org>

## Combating corruption

We will combat all forms of corruption, including blackmail and bribery. All gifts and other services/benefits offered to AF Gruppen or AF Gruppen's employees, representatives, partners or anyone else closely associated with the AF Gruppen must be avoided and can only be accepted when they are insignificant, in respect of both their value and frequency, and on the condition that the time and place are suitable for such.

Gifts, meals and entertainment must not be offered in connection with tenders, the evaluation of tenders or the award of contracts. Such may be offered when not connected with such situations, but only to a limited extent and for business purposes. AF Gruppen shall always pay for the travel and accommodation expenses incurred by its employees.

## Illicit work and money laundering

We are committed to avoiding all types of illicit work and we will ensure compliance with all legislation which bans money laundering.

## Price cooperation

We are committed to avoiding participation in all forms of price cooperation. We will immediately notify the relevant authorities and AF Gruppen if we discover or have reason to suspect any breaches of current competition legislation and provisions.

## Conflict of interest

In our capacity as a supplier to AF Gruppen, we shall conduct ourselves in such a way that no doubts can be raised about our interests. If we should become aware of any such potential situations, we will immediately inform AF Gruppen .

## Confidentiality and dealing with the media

The marketing and publication of signed agreements with AF Gruppen must be approved in advance by AF Gruppen. This also applies to the contents of any such agreements. Statements may only be made to the media when authority has been granted by the Communications Director or the Corporate Management of AF Gruppen.

## Subcontractors and partners

We are committed to promoting the principles of this Supplier Declaration to our own subcontractors and partners. We will comply with the provision which states that we are not entitled to subcontract work unless such has been clarified in writing with AF Gruppen, and that no work shall be subcontracted under more than one sub-contractual relationship.

## Sanctions

We accept that AF Gruppen can sanction breaches of this Supplier Declaration by refusing entry to people, reducing payments or cancelling contracts.