

CODE OF CONDUCT FOR SUPPLIERS TO TINGSTAD

This Code of Conduct applies to all suppliers of goods and services to Tingstad.

Suppliers are liable for ensuring that their sub-suppliers engaged in deliveries to Tingstad, have undertaken to comply with the principles of the Code.

The supplier declares herewith:

Legal compliance

- To conduct their business in accordance with the laws of the applicable legal system(s).

Forced labour

- To use no forced, bonded or involuntary prison labour.
- To ensure that no employee is required to deposit money or identity papers with their employer and shall be free to leave their employer after reasonable notice.

Discrimination and respect for the basic human rights

- To prohibit physical abuse or discrimination of the employees based on ethnicity, religion, age, disability, gender, marital status, sexual orientation or political views.
- To establish measures to protect workers from sexually intrusive, threatening, insulting or exploitative behavior.
- To acknowledge, as far as legally possible, employee's freedom to organize and not discriminate against members of trade unions or employee organizations.

Child labour

- To employ no workers under the age of 15 (in those countries subject to the developing country exception to the ILO Convention 138, to employ no workers under the age of 14).
- To ensure no workers under the age of 18 carries out work which puts their health or safety in danger, including night work.

Health and safety of employees

- To take responsibility of a healthy and safe working environment for its employees.
- To take precautionary measures to prevent accidents and occupational diseases, and carefully manage hazardous chemicals.
- To provide access to clean toilet facilities and potable water.
- To provide regular training to ensure that the employees have satisfactory expertise in health and safety issues.
- When relevant, to ensure offered lodgings to employees are clean, safe, adequately ventilated and shall have access to clean toilet facilities and potable water.



Wages and working hours

- To ensure wages for a standard working week shall as minimum meet national legal standards or industry benchmark standards, whichever is higher.
- To provide all workers with a written contract outlining their wage conditions and method of payment before entering employment.
- To ensure working hours complies with national laws and benchmark industry standards, and not more than prevailing international standards.
- To ensure that workers are provided with at least one day off for every 7 day period and weekly working hours should not on a regular basis be more than 48 hours.

Environment

- To take measures to minimize environmental pollution and make continuous improvements in environmental protection.
- To conduct its operation in compliance with, or exceed, standards stipulated by national laws, regulations and international conventions.

Corruption

- To never accept or engage in any form of bribery, corruption, fraud or illegal business activities.

Declaration of the supplier

We agree that Tingstad or a third party appointed by Tingstad may carry out unannounced inspections/audits on our premises to verify our compliance with the Code of Conduct.

The requirements in this Code of Conduct are read and accepted by:

Date

Signature

Name (IN CAPITAL LETTERS) and title

This document must be signed by an authorized representative of the company.