

Supplier code of conduct



SUPPLIER CODE OF CONDUCT

PRINCIPLES

Salmon Group is committed to maintaining ethical, sustainable and responsible business practices. Our Code of Conduct and Human Rights Respect policies articulate the high expectations, commitment, and requirements we adhere to¹. We extend these principles to our suppliers, sub-suppliers, and business partners, expecting them to mirror our commitment.

This Supplier Code of Conduct delineates Salmon Groups expectations and requirements for our suppliers, ensuring that our values are consistently applied at every level of the supply chain.

As one of our suppliers, you are expected to meet these requirements consistently throughout your collaboration with Salmon Group.

COMPLIANCE WITH LAWS AND REGULATIONS

Suppliers must comply with all applicable national and international laws and regulations in their operations. This includes, but is not limited to:

- Norwegian Working Environment Act (Arbeidsmiljøloven)²: Compliance with labour, health, and safety regulations.
- The Norwegian Transparency act³: Perform due diligence assessments, promote respect for fundamental human rights and decent working conditions, and provide access to information regarding efforts to address adverse impacts on these rights and conditions.
- International Labor Organization (ILO) Conventions⁴: Adherence to ILO standards on labour rights, including freedom of association and elimination of forced labour and child labour.
- National and international Environmental Laws and Regulations: Compliance with environmental laws related to resource management, waste reduction, and pollution prevention.

1 <https://salmongroup.no/vart-ansvar/>

2 <https://lovdata.no/dokument/NLE/lov/2005-06-17-62>

3 <https://lovdata.no/dokument/NLE/lov/2021-06-18-99>

4 <https://www.ilo.org/resource/ilo-conventions>

ENVIRONMENTAL RESPONSIBILITY



Suppliers shall ensure sustainable practices that minimize environmental impact and harm to the ecosystem. Suppliers are expected to implement eco-friendly practices, manage resources efficiently, and strive for continual improvement in their environmental performance.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Supplier shall aim to be aligned with SGD 6 Clean Water and Sanitation, SDG 12 Responsible Consumption and Production and SDG 13 Climate Action by promoting sustainable resource use and reducing greenhouse gas emissions.¹

CIRCULAR ECONOMY PRINCIPLES

Supplier is encouraged to employ circular economy practices which emphasize sustainable management of resources through practices such as reducing waste, reusing materials, recycling, regeneration of natural systems and promotion of resource efficiency.

¹ <https://sdgs.un.org/goals>

LABOUR AND HUMAN RIGHTS

Suppliers shall uphold and defend internationally recognised labour and human rights, guaranteeing the dignified and respectful treatment of all workers and avoiding any involvement in human rights violations. Furthermore, suppliers shall respect the rights and consider the social, cultural, environmental, and economic interests of all affected individuals, and address adverse human rights impacts with which they are involved. Special consideration be given to indigenous, tribal, and other vulnerable groups, ensuring that their practices do not adversely affect these communities and that their rights are fully respected and protected.

Salmon Group expects suppliers to conduct human rights due diligence in accordance with the United Nations Guiding Principles on Business and Human Rights¹. Within the confines of applicable laws, Salmon Group may request suppliers to provide documentation on how they address both actual and potential adverse impacts discovered during their human rights due diligence. This requirement encompasses both general information about the supplier's approach to human rights due diligence and its outcomes, as well as details pertaining to specific the supply chain of products or services provided to Salmon Group.

FORCED AND BONDED LABOUR

Suppliers are obligated to uphold the principle of voluntary labour, ensuring that all employee work is undertaken willingly and without coercion. Forced or bonded labour shall not be tolerated anywhere in the supply chain. Furthermore, supplier shall guarantee that their employees' freedom of movement is not impeded, that employees are not required to hand over passports or other identity documents, that employees are not required to pay recruitment fees or other forms of debt bondage, and that their workforce is not subjected to any form of intimidation or threats.

¹ https://www.ohchr.org/sites/default/files/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf

CHILD LABOUR

Suppliers shall not employ child labour or engage in any activities that deprives a child of their childhood, potential, education, dignity, or that could harm their physical or mental well-being. Supplier shall not employ children under the age of 15, or under a higher age if mandated by local laws, with the latter taking precedence. Exceptions for light work or training are permissible only if they align with the **ILO Minimum Age Convention (C138)**¹. Suppliers must ensure that no individual under the age of 18 is assigned hazardous tasks that could endanger their health, safety, or development.

FAIR EMPLOYMENT PRACTICES

Suppliers shall uphold fair employment practices, ensuring that all workers are treated equitably and with respect. They shall provide equal opportunities for employment and advancement, prohibit discrimination, and foster a workplace that values diversity and inclusion. Suppliers shall ensure that candidates and employees are evaluated based on their skills, qualifications, and ability to perform the job, rather than personal attributes such as race, age, gender, religion, marital status, family responsibilities, or disability. No physical, sexual, or psychological harassment, humiliation, or abuse shall be tolerated.

HEALTH AND SAFETY

Suppliers shall ensure and prioritise the health and safety of their employees and proactively strive for a work environment free of injuries and illnesses, fostering a culture that prioritizes health and safety. They shall engage in planning and actions aimed at injury prevention, systematically manage risks, and continually enhance their performance with an ultimate goal of zero injuries. This includes the provision of mandatory health and safety training for all workers.

FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING

Suppliers shall uphold and advocate for the rights to freedom of association and collective bargaining as fundamental worker rights. They shall respect the ability of their employees to join or form trade unions and engage in collective negotiations. Suppliers are expected to facilitate open dialogue and ensure that the perspectives and opinions of workers are acknowledged and factored into the decision-making process.

LIVING WAGE

Suppliers shall commit to the principle of providing living wages, ensuring that all workers receive remuneration that not only meets their basic needs but also allows them to enjoy a decent standard of living. This encompasses wages that are sufficient for workers and their families to afford adequate shelter, nutrition, education, and healthcare, along with other essential needs, while also providing some discretionary income.

¹ https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C138

BUSINESS INTEGRITY

Suppliers shall embody business integrity by conducting all activities with honesty and fairness. They are expected to adhere to ethical standards, comply with all legal requirements, and engage in transparent practices that foster trust and accountability.

ANTI-CORRUPTION

Suppliers shall actively engage in anti-corruption practices, ensuring transparency and integrity in all their business dealings. They are expected to comply with all relevant anti-corruption laws and regulations e.g. the United Nations Convention against Corruption (UNCAC)¹, United States Foreign Corrupt Practices Act (FCPA)², United Kingdom Bribery Act (2010)³. Supplier is expected to implement policies that prevent bribery, extortion, facilitation payments and other forms of corruption. Suppliers must not offer, demand, promise, or accept bribes, kickbacks, or any form of improper payment.

CONFLICTS OF INTEREST

In alignment with Transparency International's Business Principles for Countering Bribery⁴, suppliers shall actively prevent conflicts of interest, ensuring that their decisions and actions are not influenced by personal interests or relationships that could compromise their professional judgment. They are expected to disclose any potential conflicts to Salmon Group and to take appropriate steps to manage them, maintaining the highest standards of integrity and impartiality in their business practices.

ANTI-COMPETITIVE COOPERATION

Salmon Group has zero tolerance for anti-competitive cooperation. Our suppliers and sub-suppliers shall not engage in any form of anti-competitive cooperation that restricts competition or violates applicable competition laws. This includes, but is not limited to, agreements on price fixing, market or customer sharing, limiting production or sales, and exchanging sensitive information about prices, costs, or strategies with competitors.

Suppliers and sub-suppliers shall ensure that their business practices adhere to competition laws in the regions where they conduct business and that they act in a manner that promotes fair competition and safeguard consumer interests.

¹ https://www.unodc.org/documents/brussels/UN_Convention_Against_Corruption.pdf

² <https://www.justice.gov/sites/default/files/criminal-fraud/legacy/2012/11/14/fcpa-english.pdf>

³ <https://www.legislation.gov.uk/ukpga/2010/23/contents>

⁴ <https://www.transparency.org/en/publications/business-principles-for-counter-ing-bribery>

CONFIDENTIALITY AND INTELLECTUAL PROPERTY

Suppliers are required to maintain confidentiality and not misuse any sensitive information pertaining to Salmon Group. This includes, but is not limited to, data related to security, individuals, commercial, technical, or contractual matters, and other information protected by law. Salmon Group expects that appropriate technical and organizational measures are implemented to ensure that any personal data processing aligns with applicable data protection legislation. Furthermore, suppliers are expected to avoid any infringement of intellectual property rights and to protect the confidentiality of proprietary information.

REPORTING VIOLATIONS

We encourage our suppliers to communicate openly and honestly, and to report any concerns or challenges they may face in complying with this code.

Any violations to the expectations and requirements in this document should be reported to Salmon Group without delay. No retaliatory measures will be used against anyone identifying or addressing a genuine business integrity or sustainability concern¹.

CONSEQUENCES OF BREACH

Non-compliance with the code is considered a major concern and may result in termination of contract, demands for suitable compensation or remediation for affected individuals, disqualification from future procurement processes, and notification to relevant authorities.



COLLABORATION

By adhering to this Supplier Code of Conduct, suppliers contribute to a sustainable and responsible supply chain. Salmon Group is committed to supporting our suppliers in meeting the expectations and requirements of this Supplier Code of Conduct. We also welcome feedback and suggestions on how we can improve our own practices and policies.

Salmon Group values ethical partnerships and expects all suppliers to share our commitment to integrity and excellence.

¹ https://lovdata.no/dokument/NLE/lov/2005-06-17-62/KAPITTEL_3#KAPITTEL_3

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