

# Supplier Code of Conduct

## Requirements for human and labour rights, working conditions and environment for suppliers to companies in the Nordic Waterproofing Group

SCC NW Version 1 2020-02-05

### 1. Nordic Waterproofing group commitments:

Nordic Waterproofing is committed to conduct responsible business and has adopted commitments to set standards for its environmental work and social responsibility:

- We respect the letter and spirit of laws and regulations.
- We conduct our business with integrity and honesty.
- We respect the rights of the individual and work to ensure that our workplace and our products are safe.
- We are committed to working against all forms of corruption.
- We continuously work to minimize the negative environmental impact of our operations and products.
- We are transparent to our stakeholders.

Nordic Waterproofing supports the United Nations Global Compact Principles within human rights, labour standards, environment and anti-corruption. The Global Compact Principles guide our approach to responsible business. Business at and with Nordic Waterproofing should be conducted in accordance with the Global Compact Principles.

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;  
and

Principle 2: make sure that they are not complicit in human rights abuses.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; and

Principle 4: the elimination of all forms of forced and compulsory labour; and

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Principle 7: Businesses should support a precautionary approach to environmental challenges; and

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

## 2. Scope and Language

Nordic Waterproofing's Suppliers Code of Conduct applies to all suppliers of products and services, including transportation.

The original language of the Supplier Code of Conduct is English. If translated into other languages, the English version shall prevail.

## 3. General provisions

Suppliers should commit to:

- Being fully compliant with mandatory applicable national and international laws on competition, business ethics, anti-corruption, environmental protection, labour practices and human rights, including anti-discrimination.
- Communicating to Nordic Waterproofing in a timely manner any major or material breach of any applicable laws.

## 4. Human rights

In addition to the principles stated in the UN Global Compact, suppliers commit to prevent discrimination in the workplace (including temporary and contracted workers) on the basis of age, ethnicity, national or social origin, religion, gender, sexual orientation, marital or parental status, pregnancy, disability or serious illness, union membership or other condition or any other protected characteristic that could be discriminated against.

## 5. Labour standards

In addition to the principles stated in the UN Global Compact, suppliers commit to:

- Ensuring that workers, including temporary and contracted workers, perform their duties safely.
- Identifying and assessing health hazards and working to determine the root cause of accidents in the workplace.
- Recognizing unions and workers' representatives and negotiating in good faith with them.
- Ensuring that no worker, including temporary and contracted workers, is under the age of 15 (or higher if national laws establish a higher limit) and that workers under the age of 18 have completed compulsory schooling.
- Adopting a written employment contract for all workers, including temporary and contracted workers.
- Ensuring that a fair wage is paid and that wages are paid at least on a monthly basis.
- Ensuring that all workers, including temporary and contracted workers, do not work more than 60 hours and are not mandated overtime hours, except in exceptional circumstances, and that overtime is compensated in accordance to the local laws and regulations. Working hours should anyway not exceed the limit determined by local regulations.
- Ensuring that their operations are fully compliant with national laws and international conventions on child and forced labour.

## 6. Product quality and safety

Suppliers commit to continuously improving product quality and safety, including:

- Ensuring that products meet agreed and legal standards for health and safety.
- Ensuring that products are properly labelled and have instructions for safe use.
- Considering the health and safety effects of their products and services over their life cycle.

## 7. Environment

Nordic Waterproofing expects its suppliers to demonstrate a commitment to environmental protection. In addition to the principles stated in the UN Global Compact, suppliers should:

- Respect all applicable laws and regulations on emissions to air, water and soil as well as noise.
- Manage and dispose of waste and hazardous materials in accordance with local laws and regulations.
- Have in place policies or systems to manager environmental impacts such as energy, resource use and emissions.

## 8. Anti-corruption and business ethics

In addition to the principle stated in the UN Global Compact, suppliers commit to:

- Complying with all laws and regulations concerning competition, financial reporting, and taxation.
- Develop and implement an anti-corruption policy or, when not possible, commit to carry out business with the highest ethical standards.

## 9. Transport

In addition to the requirements in this Code, suppliers of transport services should:

- Ensure compliance with laws and regulations regarding driving times, breaks and rest periods.
- Pay drivers a fair wage allowing adequate living conditions. Work to ensure that the fleet of vehicles are of high standards concerning safety as well as fuel efficiency.

## 10. Supply chain

Suppliers are expected to comply with Nordic Waterproofing Supplier Code of Conduct and to the extent that it is possible to comply with the principles contained in the Supplier Code of Conduct in their choice of suppliers and sub-contractors, as well as when conducting business and providing services on behalf of Nordic Waterproofing.

## 11. Inspections

In order to demonstrate compliance with the Supplier Code of Conduct, expect you to keep record of all relevant documentation, and provide to us supporting documentation upon request. To verify your compliance, we reserve the right to audit and inspect your operations and facilities, at our own cost and upon reasonable notice, with or without support of a third party.

Violations of the content of this Code may have consequences to the contractual relationship of suppliers with Nordic Waterproofing. According to the severity of the non-compliance consequences can range from a warning to the exclusion of the supplier from Nordic Waterproofing list of approved suppliers.

We hereby acknowledge that we as a business partner have read and understood this code of conduct

Date/Location: \_\_\_\_\_

Signature: \_\_\_\_\_

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

Name/Title: \_\_\_\_\_

*Any concerns about compliance issues related to this Code should be reported to:*  
[whistleblower@nordicwaterproofing.com](mailto:whistleblower@nordicwaterproofing.com) *This information will be handled by 3<sup>rd</sup> party.*