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**Sustainability and corporate responsibility (ESG)  
Declaration of conformity for suppliers**Dok.nr.: 200-ESG-001  
Revisjon: 01  
Dato 12.10.2021

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Prosesseier:	CSO
Godkjent:	CEO
Gyldighetsområde:	Concern/Group

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## Purpose

Tinfos AS is a member of [UN Global Compact](#). By this membership we commit ourselves to follow UN's 10 principles for corporate responsibility. The principles establish good practices in the main areas human rights, labour, environment and anti-corruption.

In addition, Tinfos AS has established our own Code of Conduct that lists requirements to ourselves, to our suppliers and to our partners related to sustainability and corporate responsibility (ESG).

To ensure that our expectations regarding sustainability and corporate responsibility (ESG) is communicated to, and understood by our suppliers, we urge our suppliers to sign a declaration of conformity where they confirm that their business complies with legislations, human rights and the Tinfos Code of Conduct.

The declaration of conformity shall be enclosed with all our requests for quotations to new suppliers, with a requirement to return a signed copy of the document to Tinfos AS. Suppliers should at the time of request for quotation be informed that the return of a signed declaration of conformity will be one of several topics we address during evaluation of supplier offers.

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## Sustainability and corporate responsibility (ESG) Declaration of conformity for suppliers

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*We hereby confirm that our company comply with applicable laws and regulations, respect international recognised human rights and maintain ethical standards that comply with the principles of this declaration of conformity. We confirm that we, as a supplier to Tinfos AS, will communicate and make clear to our sub-suppliers the expectations that compliance to sustainability and corporate responsibility (ESG) in this declaration of conformity also applies for them.*

### 1 HUMAN RIGHTS

We respect and supports the human rights of all individuals and stakeholders who could potentially be impacted by our business. We are committed to contributing to the abolition of all forms of forced labour and ensuring actual abolition of child labour.

### 2 MILJØ

We will act responsibly vis-à-vis our stakeholders affected by our activities, and we are committed to supporting precautionary approaches to addressing environmental challenges.

We confirm that we assess the impacts and consequences our activities may have and ensure that these conditions are clarified and addressed when important decisions are made. We will ensure safe and environmentally sound handling and transport of materials and waste.

Vi bekrefter at vi på forespørsel vil bidra til at Tinfos får kartlagt klima-avtrykk fra våre aktiviteter i sine prosjekter.

### 3 HEALTH, SAFETY AND ENVIRONMENT (HSE)

Our HSE efforts shall be based on systematic measures to ensure that the company's business activities are organized, performed and maintained in accordance with the requirements set forth in or pursuant to the applicable HSE legislation. We confirm that we establish HES-plans for our activities on the construction site.

### 4 EQUAL OPPORTUNITIES

We do not tolerate any discrimination of employees based on age, gender, sexual orientation, disability, race, nationality, political views, religious or ethnic background, including any other forms of discrimination prohibited by law.

### 5 LABOUR RIGHTS

We respect the right of employees to form and join trade unions and recognises the right of employees to conduct collective bargaining.

We do not tolerate exposing employees to social dumping in the sense of serious breaches of health, environmental and safety rules, including rules on working hours and requirements for housing standards or that employees are offered wages and other benefits that are unacceptably low compared to what employees normally earn in the same country.

### 6 PERSONAL DATA AND PRIVACY

We are committed to protecting all individuals' personal data in our daily work and business activities.

### 7 ABUSE OF ALCOHOL AND DRUGS

As a supplier to Tinfos we respect and comply with the principle never to be under the influence of alcohol or other intoxicants while working for Tinfos. We refrain from – and never encourage – using drugs or alcohol in a way that could put Tinfos or any business relationship in a bad light.

### 8 FAIR COMPETITION

We as a supplier to Tinfos comply with applicable competition laws and will not engage in anti-competitive behaviour, such as price fixing, collusive bidding or market sharing.

### 9 CORRUPTION AND BRIBERY

We conform that our company do not tolerate any form for corruption, including so called facilitation payments.

### 10 NON-CONFORMANCE REPORTING

We conform that observation of violations of the ethical standards in this document will be reported through established reporting channels with Tinfos.

### 11 REPORTING CONCERN

We confirm that we have been informed by Tinfos that they have established grievance mechanisms on their web page [www.tinfos.no](http://www.tinfos.no). The grievance mechanism is intended for employees, consultants, suppliers and other stakeholders who have observed inappropriate, offensive or suspicious behaviour or actions that violate our code of conduct. All notifications submitted via this channel are treated confidentially, and it is possible to notify anonymously.

*For (Company name):*

*Date/Sign.*