

An aerial photograph of a vast landscape at sunset. The scene is dominated by a large, winding lake that reflects the golden light of the setting sun. The surrounding land is a mix of dense green forests and open fields. In the distance, a small town or village is visible on the right side of the lake. The sky is a gradient of warm colors, from a pale yellow near the horizon to a soft blue at the top. A dark teal rounded rectangle is overlaid on the middle of the image, containing the text 'Supplier Code of Conduct' in white.

# **Supplier Code of Conduct**



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## **Together we can contribute to sustainable development**

As a state-owned company Lernia should act as a role-model in all aspect of sustainability. We strive for long-term, stable relationships with our suppliers and partners, where we put great emphasis on the environment and climate, ethics, corporate governance, and social issues.

By close cooperation and a joint responsibility for these issues, we can leverage our combined contribution to sustainable development in our sphere of influence. The purpose of this code of conduct for our suppliers and partners is to create a clear framework to support this.

The code of conduct is based on international initiatives and standards and defines the threshold of our expectations on our suppliers and partners in terms of acting with responsibility.

We look forward to a mutual and rewarding cooperation!

Veronica Rörsgård  
President and CEO of Lernia



### **About the code of conduct**

Suppliers and partners to Lernia, hereinafter referred to as the Company, must comply with all laws and regulations applicable to its operations and must show due diligence in their operations, including their value chain, with the aim of countering negative impacts on human rights, climate and environment. The code of conduct constitutes a minimum level for the assumption of responsibility that should form the basis of the collaboration.

The code of conduct is based on international initiatives and standards such as the UN Declaration on Human Rights, the UN Conventions on the Rights of the Child and the Elimination of All Kinds of Discrimination Against Women, the OECD's Guidelines for Multinational Enterprises, the ILO's Conventions, the UN's Global goals for sustainable development and the UN's Global Compact.

In addition to this code of conduct, Lernia uses a supplier assessment in the form of a questionnaire that must be completed by the Company before an agreement is signed. Depending on the scope and purpose of the agreement, additional agreements such as confidentiality agreements, personal data protection agreements and form appendices to the agreement between Lernia and the Company are signed in applicable cases.

### **Respect for human rights**

The company must respect the internationally recognized human rights and undertakes not to cause, participate in or through its business activities be linked to negative impacts on human rights.

### **Secure employment conditions**

Workers' rights must never be disregarded. The company must ensure that the work is carried out in accordance with conditions found in national legislation or international standards.

The company must strive to offer decent working conditions that support employees, both women and men, in their roles as parents or guardians. The company must comply with applicable national legislation and industry standards regarding working hours.

### **Health and Safety**

The company must guarantee a safe and secure working environment for its employees and must take measures to prevent the risk of workplace accidents. All employees must have access to a workplace with good hygiene.

There must be access to clean sanitary facilities and clean drinking water. The company must offer the employee adequate healthcare and medical aids in the event of accidents, injuries or illnesses caused by work.

### **Prohibition of child labor and protection of young workers**

Child labor must not occur. Children are persons of primary school age according to national law, which at least includes those under 15 years of age. Exceptions can only be made if it is done in accordance with the ILO. If child labor is discovered at a supplier, special care must be taken when terminating, so that the children affected do not end up in even worse employment conditions.

The company must ensure that working hours do not affect young people's ability to attend or participate in school and education. Young workers may not perform tasks that are harmful to their health, safety or psychological development and they may not work at night.

### **Prohibition of forced labor and disciplinary measures**

The company may not conduct any form of forced labor or involuntary labor. The company may not withhold any part of the staff's wages, benefits, assets or documents.

The company must ensure that employees are not subjected to inhumane or degrading treatment, corporal punishment, psychological or physical coercion and/or verbal humiliation. This also applies to subcontractors and other partners to the Company with whom Lernia has entered into an agreement.

### **Salary and remuneration**

The company shall respect the right of workers to receive fair wages sufficient to support them and their families and the social benefits to which they are entitled by law. The company must, as a minimum, follow the minimum wages decided by the country's government or industry standards approved under collective agreements, the higher of the two must be followed.

### **Freedom of association and the right to enter into collective agreements**

The company must ensure that the right to freedom of association is maintained and must recognize the right to collective bargaining for its employees. The company may not take disciplinary or discriminatory action against personnel who organize unionized workers.

### **Prohibition of discrimination**

In employment, salary setting, access to education, promotion, dismissal or retirement, any form of discrimination because of gender, transgender identity or expression, ethnicity, religion or other belief, disease, political opinion, disability, sexual orientation, age or other circumstances that may give rise to discrimination, is prohibited.

### **Business ethics and anti-corruption**

The company's operations must be conducted in accordance with good business practice, promote free competition and maintain a high ethical standard. The company must comply with national laws and must work against all forms of corruption, including extortion, fraud and bribery. No form of money laundering or unauthorized restriction of competition is permitted. Representation and gifts must be characterized by openness, moderation and must always have a natural connection with the business relationship.

The Company undertakes to inform Lernia if, in connection with a purchase, there is any kind of close relationship (kinship, personal friendship, etc.) between the purchasing manager at Lernia and representatives of the Company who are involved in the purchasing process.

### **Information security and handling of personal data**

Lernia assumes that the Company and its subcontractors comply with all applicable data protection legislation. The company must handle all information received from Lernia in a secure manner and in accordance with entered into confidentiality agreements. The company shall handle personal data in accordance with the personal data legislation applicable to the processing of data.

### **Environment and climate**

The company must comply with applicable environmental legislation and apply the precautionary principle and must support preventive measures to counteract environmental problems. Methods and standards for waste management, including ambitions to reduce wastage in the production stage, handling of hazardous waste and the treatment of emissions to air and water must at least meet minimum requirements in the applicable laws. Information about the health and environmentally hazardous substances used must be available to everyone who comes into contact with them.

### **Follow-up and compliance with the code of conduct**

The company is expected to comply with the Code of Conduct and is also responsible for ensuring compliance by its subcontractors. If the company discovers that it is violating the code of conduct or its subcontractor is violating it, the company must inform Lernia.

The company must always comply with national legislation in the countries where it acts as a general rule. Should any of the requirements in the Code of Conduct differ from what is specified in national legislation, the stricter requirements must be applied.

Upon request from Lernia, the company must be able to report in writing how they meet the requirements of the Code of Conduct. Lernia reserves the right to visit the company/ subcontractors/production units, either on their own or with the help of an independent party, to check compliance with the Code of Conduct. During this check, Lernia must have full access to all documents relevant to the inspection/audit.

If the Company or subcontractor does not meet the requirements of the Code of Conduct and does not present a plan for improvement within a reasonable time, Lernia has the right to terminate the agreement with the Company with immediate effect.

The logo consists of a white stylized four-pointed star or compass rose shape, positioned to the left of the word 'Lernia'.

Lernia