

*Borregaard, a member of the United Nations Global Compact, aims to conduct responsible, ethical and health-conscious activities in all areas, where we set high standards for ourselves and our impact on the environment and society around us.*

*To ensure safe working conditions throughout Borregaard's supply chain, ensuring that workers are treated with respect and dignity, that business operations are environmentally sound, and that business is conducted in accordance with internationally recognized principles for business ethics, we encourage our suppliers to follow the same principles.*

## Supplier Code of Conduct Declaration

As a supplier to Borregaard we will comply with all applicable laws and regulations.

As a supplier to Borregaard we will comply with, or actively pursue compliance with:

**The standards given by the International Labour Organization (ILO).** [www.ilo.org](http://www.ilo.org)

**The Ten Principles of the UN Global Compact:**

### *Human Rights*

- 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.

### *Labour*

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

### *Environment*

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

### *Anti-Corruption*

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

Detailed description of each principle is given in [www.unglobalcompact.org/aboutthegc/thetenprinciples](http://www.unglobalcompact.org/aboutthegc/thetenprinciples)

In particular we recognize the following:

1. Employment is freely chosen
2. Freedom of association and the right for collective bargaining are respected
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed. Suppliers should provide employees access to grievance mechanisms.
10. Own production should not harm marginalized populations
11. Bribery, corruption and fraud, or attempts thereof, is prohibited
12. Improper benefits or favours offered to any public official or any other third party is unacceptable
13. In general, gifts and hospitality to Borregaard representatives shall be avoided. Courtesy gifts should be of insignificant value. Hospitality may be offered if there is a legitimate business purpose involved, and the cost is kept at a reasonable level
14. Travel expenses for the individual representing Borregaard shall be paid for by Borregaard
15. Hospitality or gifts shall not be offered or received in situations of bidding or negotiations
16. Comply with competition regulations, and not be involved in illegal price cooperation or market sharing
17. We will do our utmost to avoid buying from countries, industries or companies where there is a broad international agreement to boycott. We expect our suppliers to implement a similar policy
18. We will work according to internationally recognized environmental management principles and aim for continuous improvement. We will comply with national environmental legislations and discharge permits. We will work to achieve energy efficiency and minimize harmful discharge, emissions, and waste production in a lifecycle perspective.

We will show transparency and enter dialog about potential challenges in meeting the requirements in the SCoC. If non-compliances occur appropriate corrective action will be taken. We are aware that Borregaard consider compliance with SCoC when selecting suppliers and placing orders, and that business may be ended in case of non-compliance. We understand Borregaard's expectations that these requirements are distributed through our supply chain and will do our utmost to do so.

The Authorised signature below is from a representative with authority to act on behalf of our company.

Supplier name \_\_\_\_\_  
 Address \_\_\_\_\_  
 Date \_\_\_\_\_  
 Printed name: \_\_\_\_\_  
 Authorised signature \_\_\_\_\_  
 Company stamp: \_\_\_\_\_

*To be returned signed and returned to Borregaard*