



ETHICAL GUIDELINES FOR SUPPLIERS TO THE G3 GAUSDAL TREINDUSTRIER (G3)

1. Introduction. G3 Supplier Code of Conduct

There are increasingly stringent requirements for ethical guidelines in the business sector from the authorities, investors, banks, customers and others, ref. for example the Transparency Act. In order to comply with these requirements and expectations, the G3 Group has drawn up ethical guidelines for our suppliers. The purpose of the Code is to ensure that our suppliers have a business practice that complies with applicable regulations and ethical standards, and that they conduct responsible business. These guidelines define the minimum requirements that suppliers must respect when doing business with G3. The guidelines describe the main principles for how G3's suppliers should comply with requirements in applicable laws and regulations, and key legislation like UN and ILO conventions. All suppliers are expected to be familiar with and comply with our ethical guidelines, which can be found on our websites.

The supplier is obliged to continue similar claims against its subcontractors as far as practicable.

G3 also sets the following requirements and expectations for our suppliers:

2. Sustainability and the environment

G3 expects all suppliers to comply with applicable Norwegian and international regulations regarding protection of forest diversity, conservation of the environment, minimization of greenhouse gas emissions and pollution, have source separation and that current regulations and requirements for sustainability are implemented and complied with in the business.

G3 expects the major suppliers to work actively for sustainability, and has selected sustainability goals among the UN's goals.

Greenwashing is a form of misleading marketing in which a product or business is portrayed as better than it actually is in terms of impact on the climate, nature, animals and people. That is, they portray themselves as sustainable without being it. G3 expects suppliers to market their sustainability work in line with applicable principles and guidelines.

3. HSE and employment conditions

Suppliers shall ensure that all employees, temporary workers and temporary workers have a good and safe working environment in accordance with national legislation and international guidelines, and that there is a good HSE culture in operationsto prevent injuries and/or illness. This means that employees, temporary workers and temporary workers must have a decent working environment. The suppliers undertake to have risk management where they map and assess all significant hazards and

problems and assess the risks associated with the work. The suppliers are responsible for ensuring that this is implemented. The goal is that no one gets injured or sick because of the work.

The suppliers to the G3 undertake to ensure that children under 18 do not perform hazardous and harmful work, and that children under the age of 15 must not perform work that is detrimental to your education. They shall also ensure that all forms of forced labour, slave labour and/or involuntary labour at their subcontractors are prevented.

Furthermore, suppliers must ensure that there is equality between the sexes and that no one is discriminated due to gender, age, religion, ethnic differences or sexual orientation, and that no one is subjected to harassment.

4. Human rights

Suppliers shall ensure that they and their subcontractors respect and comply with national and international human rights at all times.

5. General Data Protection Regulation GDPR

Suppliers shall ensure that the GDPR rules and privacy are complied with so that there is no illegal or improper use, storage or sharing of data or information in any form. Confidential and confidential information shall be treated in accordance with concluded agreements and applicable regulations.

6. Business ethics

G3 has established ethical guidelines, and suppliers are expected to be familiar with and comply with the guidelines laid down, and to comply with the ethical guidelines laid down in the regulations.

Corruption and bribery are not accepted. G3 expects suppliers to have anti-corruption and anti-bribery procedures in place and that these are implemented and complied with in their operations.

Illegal price, market cooperation or other breach of the competition rules is considered an offence, a breach of ethical guidelines and as a breach of the cooperation agreement between the supplier and G3.

7. Conflicts of interest

Suppliers shall avoid situations and agreements where a conflict of interest may arise between the supplier and G3. If conflicts of interest are suspected, G3 must be notified.

8. Whistleblowing violations of ethical guidelines

The supplier is obliged to notify G3 in the event of a breach or suspected breach of the ethical guidelines

- In your own business

- At subcontractors
- At G3

9. Documentation and right of access

Suppliers undertake to sign a self-declaration report confirming that they and their subcontractors comply with the rules on human rights and decent working conditions.

G3 has the right of access to matters relating to these guidelines and may hold supplier audits by further agreement with the supplier.

10. Nonconformity reporting and continuous improvement

G3 also expects suppliers to have a deviation reporting system where serious deviations are reported and how serious deviations are closed continuously, that they are proactive in preventing undesirable incidents, and that the suppliers work for continuous improvement on the above points.

11. Violations or deviations of ethical guidelines

Breach of these Supplier Code of Conduct or material breach of these matters constitutes breach of the contractual relationship between the supplier and G3. Such violations shall be rectified within a reasonable time and documented to G3.

In the event of significant breaches of ethical guidelines and ethical rules, including repetitions, the contract may be terminated without financial consequences for G3.

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