



## Supplier code of conduct (SCoC)

Space Norway group strives to conduct business in a responsible manner, based on the duty to respect human and labour rights, protect health, safety and the environment, and in general, apply sound business practices.

When selecting suppliers, Space Norway will in addition to other commercial aspects, consider compliance with this SCoC, which outlines a minimum standard of conduct. We expect that our suppliers exercise good judgement, care and consideration by following both the requirements and the intentions of this SCoC.

This SCoC shall be regarded as a contract document and as an integral part of any contract entered into between Space Norway and the supplier in question.

1. There shall be no forced, bonded or involuntary labour. Worker shall be free to leave the workplace premises at the end of the day.
2. Workers shall have the right to join or form trade unions of their own choosing and to bargain collectively.
3. Child labour shall be prohibited and suppliers shall take the appropriate measures to ensure that no child labour occurs at their own place of production or that of their sub-contractors.
4. Wages and social benefits (incl sick leave, annual leave, breaks and working hours) shall meet at a minimum, national legal standards or industry standards, and should be enough to meet basic needs.
5. Physical or mental abuse, sexual or other harassment, punishments or threats of such shall be prohibited.
6. The working environment shall be safe and hygienic, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents, fires and injuries.
7. Measures to protect the environment and to manage resources in a responsible manner shall be applied during production to the point of sale.
8. The supplier shall comply with all applicable laws concerning bribery, corruption, fraud and any other prohibited business practices. The supplier shall not offer, promise or give any improper benefit, favour or incentive to any public official, international organisation or third party.
9. The supplier shall under no circumstance cause or be part of any breach of general or special competition regulations and laws, such as illegal cooperation on pricing and illegal market sharing.
10. The supplier shall take positive actions to respond to the requirements of this SCoC and to incorporate the principles of this SCoC into its operations. The supplier must also take steps to follow-up on his requirements to their own suppliers and sub-suppliers.

Space Norway expects that the suppliers continuously and systematically evaluate their compliance with this SCoC and implement improvement measures, whenever needed.

Space Norway will avoid buying from a country or engage with industries or companies when there is a broad international agreement to boycott the country (its industries or companies )or when sanctions against a country or an industry have been implemented by the UN or Norway due to negative social, environmental or ethical effects.