

# Code of Conduct

## Hansen Protection Supplier Code of Conduct

Since its foundation (dating back to 1877), Hansen Protection ASA (the "**Company**" or "**Hansen Protection**", which shall also include its subsidiaries) has built business relationships based on trust and mutual respect.

Hansen Protection's values are; be strong, confident and warm to our customers, suppliers and employees.

We believe that our partners maintain the highest professional and ethical standards, as well as meeting standard legal requirements. We believe in respecting human and labour rights, protecting the environment, and in applying sound business practices in our companies worldwide. In order to make our position clear to our suppliers, our Supplier Code of Conduct ("SCoC") describes the main requirements.

The following SCoC standard apply to all suppliers and sub-contractors utilized by its suppliers.

How does the SCoC affect your relationship as a (potential) supplier to the Hansen Protection group?

- We consider compliance with the SCoC when selecting suppliers and placing orders
- We expect willingness to show transparency and to enter into dialog about potential challenges in meeting the requirements in the SCoC
- If non compliances occur, appropriate corrective action must be taken
- If a supplier is unwilling to make corrective action, business may be terminated.
- Measures implemented to avoid child labour shall take into account the best interest of the child

Hansen Protection makes survival suits, personal protection, canopies and special products based upon fabrics for professionals.

### 1 Hansen Protection and supplier requirements

The business relationship between Hansen Protection and its suppliers is based on mutual respect. All suppliers shall be treated impartially and justly. All parties should maintain a constructive dialogue throughout the process.

#### 1.1 Respect for human and labour rights

In its operations the Company shall respect fundamental human rights as described in international human rights conventions such as the UN Convention on Human Rights and the labour rights conventions of the International Labour Organization (ILO). The Company is committed to respecting fundamental human and labour rights, both in our own internal business and in our relations with business partners, suppliers, customers and others who are directly affected by the Company's activities. The Group shall work systematically with important issues as non-discrimination, the right to privacy, the right to negotiate, employment contracts, protection against harassment and management-employee collaboration.

#### 1.2 Responsible sourcing

Hansen Protection shall actively promote good work and standards in their supply chains. This means setting ethical standards for its suppliers, assessing the risk of potential supplier violations of these standards, and engaging in dialogue with risk suppliers concerning necessary improvements.

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When choosing suppliers and vendors, Hansen Protection will consider social criteria, in addition to other aspects. Companies who meet our social criteria gain a competitive advantage, which will be taken into consideration during the selection process.

Hansen Protection will avoid buying from countries where human rights concerns lead to a broad international consensus on boycott.

## **1.3 Corruption and bribery**

Hansen Protection will not accept the offer or acceptance of a bribe in any form, on any portion of a contract payment. It will not accept the use of other routes or channels that provide improper benefits to customers, agents, contractors, sub-contractors, suppliers, or employees of any such party or governmental officials.

## **1.4 Compliance with National Laws and Regulations**

As a general rule, all suppliers must comply with national laws and regulations in the countries where they are operating. Should any of the following requirements be in violation of the national law in any country or territory, the law should always be followed. In such a case, the supplier must always inform Hansen Protection immediately upon receiving this Code of Conduct.

## **1.5 No Forced, Bonded or Compulsory labor**

Following the ILO Core Conventions no. 29 and 105, Hansen Protection will not tolerate that slave, bonded or illegal workers or prisoners are used in the production of goods for Hansen Protection. Terms of contract shall be fully communicated to and understood by workers and workers are free to leave the employer after reasonable notice.

Workers shall not be required to lodge deposits, original identity papers or work permit with the employer or any other body on behalf of the employer.

In the event that a recruitment agency is used by a supplier, all commissions and other fees in connection with the employment should be covered by the supplier.

## **1.6 Freedom of association and the right to bargain collectively**

Following the ILO Core Conventions no. 87 and 98, all workers, without distinction, have the right to join or form trade unions of their own choosing, and the right to bargain collectively. If these rights are limited by law, the employer shall facilitate, and under no circumstances hinder, parallel means of independent and free association and bargaining. Workers representatives must not be discriminated against and shall have access to carry out their representative functions.

## **1.7 No Child Labour**

Following the UN Convention of the Rights of Children and ILO Core Conventions no.138 and 182, Hansen Protection will not tolerate employment of children under the age of 15. Young workers (15-18 years of age) shall not be employed in work that puts their health or safety in danger.

New recruitment of child labor that does not conform to the above-mentioned conventions will not be accepted. If such child labor is already in place, action must immediately be taken to phase out this employment.

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## 1.8 Non-discrimination

Following the ILO Core Conventions no. 100 and 111, no worker should be discriminated against because of race, ethnic background, gender, religion, age, disability, marital or health status, sexual orientation, union membership or political affiliation. All workers with the same experience and qualifications should receive equal pay for equal work.

## 1.9 Disciplinary Practice

Suppliers shall treat each of their employees with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

## 1.10 Wages and benefits

Wages must, at the least, conform with the minimum wage prescribed by national law or the prevailing industry wage, whichever is higher. Wages must always be enough to meet the basic needs of the employee, as determined by the country's social standards.

Conditions in respect to wages shall be agreed upon before entering employment. Wages should be paid directly to the worker, regularly and on time.

Pay slips or other information regarding wages should be presented in a manner that is easily understandable by the worker.

Benefits must, at the least, conform with national law or the prevailing industry standard, whichever is higher.

Workers shall be granted their annual leave and sick leave without any form of repercussions. In case of pregnancy, female workers should be given maternity leave according to the national legislation.

## 1.11 Work Environment

The work environment must be clean and safe. This includes fire safety, sanitary facilities, safety in operating machines and electricity.

## 1.12 Environmental regulations

Production and sourcing of raw materials must not, in the short or long term, harm the natural environment in any way, nor directly threaten people's health, safety or working environment.

## 1.13 Animal Welfare

Production of Hansen Protection garments and raw materials and fabrics must take into account animal's welfare. We explicitly ban the use of real fur, muleskin of sheep and the practice of picking down from living birds.

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## **2 Accomplishment, Follow-up and Achievements**

To ensure this code is effective, all suppliers shall communicate the standard to all its personnel and sub-contractors, and implement the requirements as a day-to-day management process.

The chain of responsibility and action, including via agents and factories or suppliers with sub-contractors, must be traceable for all manufactured goods delivered to Hansen Protection.

Hansen Protection reserves the right that we, or representatives appointed by Hansen Protection will have free access to the production plant, with or without prior notification. Such representatives must document a signed approval from Hansen Protection.