

Code of Conduct Suppliers

Introduction

Norsk Motor Import AS values honest and ethical business conduct, including compliance with laws and regulations that govern the conduct of our business. Our Supplier Code of Conduct applies to all companies that supply products to Norsk Motor Import AS. It also includes suppliers and their sub-contractors.

The Code of Conduct describes in general NMI's principal terms for how suppliers and business associates shall comply with the requirements of applicable laws and regulations, the Central UN Compact and ILO Convention of Human Rights, Health and Safety, Labor Rights, the Environment, Anti-Corruption and Business Practices.

We expect our suppliers and other business partners to work purposefully and systematically for compliance with these policies. Suppliers must respect and comply with the laws and regulations in the countries in which they operate.

Human rights

Suppliers are committed to respect and promote internationally recognised human and labour rights in all operations, including in the supply chain. Respect and ensure that they do not contribute to violations of fundamental human rights and decent working conditions. Suppliers are committed to work continuously to support and manage the principles of fundamental human rights and decent working conditions. This work includes:

Labor Rights:

All employees, both permanent and temporary, must have a written employment contract describing the terms and conditions of employment and are in an understandable manner for the employee. Wages shall at least be in line with national minimum wage schemes or industry standards, the highest of which applies. Salary for full-time employment must always be sufficient to cover basic needs. The use of overtime shall be limited and in accordance with national legislation or collective agreements. All employees shall be entitled to satisfactory holiday with pay that at least corresponds to national/international legislation.

There shall be no form of forced labour, slave labour or involuntary labour and the employee shall be free to leave the workplace or terminate the employment relationship after a reasonable notice period. Employees shall not have to deposit money, identity papers or similar for the purpose of being employed or to maintain the employment relationship.

The employer shall promote equality, diversity and inclusion in the employment relationship. Any form of inappropriate behavior, discrimination and harassment is prohibited. Employees shall have the right to freedom of association and collective bargaining without fear of threats, discrimination or reprisals.

Child labor shall not occur. The minimum age for workers shall not be lower than 15 years and in line with the national minimum age for employment or the minimum age for compulsory schooling, where the highest age applies. Children under 18 shall not perform work detrimental to their health or safety, including night work.

Health, safety and environment

The workplace must be safe and secure. Employers shall ensure and maintain a safe working environment in accordance with recognised standards and national legislation and encourage good health and safety practice.

As far as possible, suppliers must prevent and constantly endeavor to limit any harmful environmental consequences deriving from their activities. Suppliers shall strive to perform all their activities in an environmentally manner and comply with or exceed prevailing environmental standards. The supplier's services, products and processes must be optimized to consume energy, natural resources and raw materials as efficiently as possible and to minimize the volume of waste. Suppliers must avoid materials and methods that pose a risk to the environment where other available and viable alternatives exist.

Anti-corruption and business practices

There is zero tolerance for corruption and all forms of money laundering. All transactions shall be lawful and of a normal business nature.

It is not permitted to offer, request, receive or give any form of bribe or improper advantage, favor or performance to public officials, international organizations or any other third party in the private or public sector.

Courtesy gifts of modest value may exceptionally be accepted. Samples may only be offered for the purpose of researching and obtaining knowledge about the product. Other forms of benefits will not be accepted.

Suppliers must always act in accordance with prevailing competition laws and regulations. Suppliers must not share information or enter into agreements with competitors, customers or suppliers in a manner which contravenes competition laws and regulations. Information accruing to suppliers in connection with their collaboration with Norsk Motor Import AS must be treated as confidential and must, under no circumstances, be shared with any third party.

Competition must always be in accordance with applicable laws and regulations. It is forbidden to cooperate with other competitors or business partners in a way that restricts competition in the market. Competitively intensive information must be treated as confidential and not be shared with any third party

Breach of ethical guidelines

In the event of a breach of ethical rights on the part of the supplier or its sub-contractor, the supplier shall be encouraged to rectify the situation and document this within a set deadline. In the event of failure to rectify or gross violations, we reserve the right to terminate the cooperation.