



# LANGSET®

**The TEAM  
made for you**

## **Ethical guidelines for suppliers**

Date: 20.06.2023

Doc.no. 861

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*Langset Group's ethical rules for suppliers are based on established principles and authority requirements for ethical and legally sound business practices.*

*The aim is to ensure that all our business partners work in a sustainable, safe and efficient manner.*

*These guidelines apply to all suppliers and subcontractors to companies in the Langset group.*

*The supplier must comply with national legislation in its home country, as well as Norwegian legislation when the subcontractor operates in Norway.*

## **1: BUSINESS PRACTICES**

### **Compliance with laws and regulations**

Our suppliers and subcontractors must at all times follow the applicable formal norms and rules that apply in their business area, as well as the expectations and requirements defined in this document.

### **Healthy competition, sales and marketing**

Our business partners must operate in markets with respect for, and in accordance with, applicable competition and marketing legislation. Sales and marketing must not be perceived as offensive or be contrary to legislation or established social norms.

Professional recommendations and proposals for solutions must always be based on the end customer's interests.

### **Data security and document processing**

Our partners must protect our and our customers' intellectual property, physical property (documents) and other information values. The biggest risk associated with information security is the human element. We therefore demand that continuous work is done to strengthen the security culture among your employees, and that risk assessments are carried out with correspondingly strict measures to be able to prevent any data breaches.

## **2: SUSTAINABILITY, ENVIRONMENT AND SAFETY**

### **Sustainability**

We demand sustainable deliverables, and that universal human rights and prevailing labour rights are observed.

### **Health Safety and Environment**

We require our business partners to have good and established processes with a mandatory attention to HSE. Subcontractors and suppliers to any company in the Langset group must strive for a safe and healthy working environment for all its personnel throughout the value chain. Our overall goal is zero damage and no negative impact on the internal and external environment.

### **Alcohol and narcotic drugs**

We have a zero tolerance for the use of alcohol and drugs for people involved in a work carried out on behalf of the Langset group's companies. Tests for the effects of any such substance can be carried out by a representative of a Langset group company, in accordance with applicable laws. Violation of this requirement will lead to sanctions.

## **3: HUMAN RIGHTS AND WORKING CONDITIONS**

### **Human rights and labour**

Our suppliers and subcontractors must conduct their business in a manner that is compatible with the UN's guiding principles for business and human rights. And all internationally recognized human rights must be respected.

We also expect our business partners to be in favour of diversity and non-discrimination, based on gender, ethnicity, nationality and sexual orientation.

### **Working hours**

Langset's business partners will follow the rules and agreements on working hours, in force at all times.

### **Anti-corruption**

The supplier must comply with all anti-corruption laws and regulations. Langset does not tolerate corruption in any form and will actively prevent corruption in our business conduct.

We believe transparency is crucial in the fight against corruption. We oblige suppliers and subcontractors to conduct their business in an open and transparent manner.

The Transparency Act will apply here to several of our partners.

### **International trade restrictions**

Our business partners must observe and respect international trade restrictions. Any financial sanctions as well as export and import laws must be respected.

### **Work against money laundering and terrorist financing**

Money laundering is turning proceeds from criminal acts into apparently legal income or wealth growth. Langset's business partners must avoid any association with funds originating from criminals.

**Confidentiality and information security**

All our business relationships have a statutory duty of confidentiality regarding customers', employees' and other business or private matters that one becomes aware of in connection with work through our contracts. This applies unless you are legally obliged to hand over information.

**Notification**

If you become aware of unacceptable conditions or actions by individuals, these must be addressed and corrected. This whether it applies within our business partners' own operations, or in the Langset group's companies.

At Langset, we have established routines that safeguard the employees' safety and rights if they report unacceptable behaviour, practices or other breaches of ethical practice.

Employees are encouraged to report objectionable conditions and are obliged to report criminal conditions or danger to life and health.

We require that our business partners also have their own notification routines that are made known in their company.

## **4: CONSEQUENCES OF BREACH**

Violations of these ethical guidelines, or the laws and norms referred to, are not tolerated.

Breach of ethical guidelines for suppliers can lead to sanctions, such as; warnings, termination of contract and reporting to authorities.