

STANDARD PROCUREMENT TERMS AND CONDITIONS, APPENDIX 1**Code of Conduct for Corporate Social Responsibility for Suppliers to the Norwegian Red Cross****1. Definitions**

The terms and conditions of this statement of ethics constitute the Code of Conduct for Corporate Social Responsibility for Suppliers to the Norwegian Red Cross (hereinafter the "**Code of Conduct**"). The Code of Conduct applies to any partner, supplier or other service provider (hereinafter "**Supplier**") to the Norwegian Red Cross (hereinafter the "**Red Cross**"). The Code of Conduct is an appendix to the Standard Procurement Terms and Conditions that accompanies the agreement or the order confirmation between the Supplier and the Red Cross (hereinafter referred to as the "**Main Agreement**").

Every Supplier shall comply with national statutory requirements, as well as these ethical guidelines, known as the Code of Conduct, and internationally recognised standards and conventions. This means that every Supplier undertakes to comply with the Geneva Conventions, the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the UN conventions on climate change, diversity, rights and discrimination, including the Paris Agreement, the UN Convention on the Rights of the Child and the ILO Conventions, the European Convention on Human Rights and the Act relating to the strengthening of the status of human rights in Norwegian law (Human Rights Act). The Supplier is obliged to ensure that goods and services provided to the Red Cross and other work carried out in cooperation with, or on behalf of, the Red Cross meet the requirements set out below.

2. Corporate social responsibility**2.1 Respect for human rights**

The Supplier shall respect and safeguard internationally recognised human rights. The Supplier shall respect the privacy, dignity and other personal rights of all people.

2.2 The fundamental principles of the Red Cross

The Supplier is aware that the Red Cross is a humanitarian organisation whose purpose is to provide assistance within the framework of the seven Fundamental Principles of the Red Cross

and Red Crescent. The Supplier shall contribute to the Red Cross's ability to comply with these principles as briefly explained below.

2.2.1 Humanity

The International Red Cross and Red Crescent Movement, born of a desire to bring assistance without discrimination to the wounded on the battlefield, endeavours, in its international and national capacity, to prevent and alleviate human suffering wherever it may be found. Its purpose is to protect life and health and to ensure respect for the human being. It promotes mutual understanding, friendship, cooperation and lasting peace amongst all peoples.

2.2.2 Impartiality

It makes no discrimination as to nationality, race, religious beliefs, class or political opinions. It endeavours to relieve the suffering of individuals, being guided solely by their needs, and to give priority to the most urgent cases of distress.

2.2.3 Neutrality

In order to continue to enjoy the confidence of all, the Movement may not take sides in hostilities or engage at any time in controversies of a political, racial, religious or ideological nature.

2.2.4 Independence

The Movement is independent. The national societies, whilst auxiliaries in the humanitarian services of their governments and subject to laws of their respective countries, must always maintain their autonomy so that they may be able at all times to act in accordance with the principles of the Movement.

2.2.5 Voluntary service

It is a voluntary relief movement not prompted in any manner by desire for gain. The Movement has volunteers throughout the world who give their time to help people in need.

2.2.6 Unity

There can be only one Red Cross or one Red Crescent Society in any one country. It must be

open to all. It must carry out its humanitarian work throughout its territory.

2.2.7 Universality

The International Red Cross and Red Crescent Movement, in which all national societies have equal status and share equal responsibilities and duties in helping each other, is worldwide.

2.3 Prohibition against discrimination and harassment

The Supplier is obliged to practise zero tolerance of both direct and indirect discrimination on the basis of gender, gender identity, gender expression, pregnancy, leave of absence in the event of birth or adoption, care duties, ethnicity, religion, beliefs, disability, sexual orientation, age or combinations of these foundations. The Supplier shall practise zero tolerance of harassment, including sexual harassment, as well as all forms of threatening and exploitative behaviour. The Supplier shall have internal whistleblowing procedures to deal with circumstances that contravene this Code of Conduct and preferably have something equivalent to the Code of Conduct.

2.4 Employment conditions and working conditions

The Supplier shall comply with national laws and international standards for the working environment and working conditions. This means that the Supplier shall ensure that health, safety and the environment are safeguarded for workers who perform work for the Supplier. This also applies to contractors who perform work for the Supplier or where the Supplier is able to exert an influence on health, safety and the environment at the contractor.

The Supplier shall not use coercion in any way in connection with working or contractual conditions and is obliged to ensure that the employment relationship between employees or contractors and the Supplier, as the employer or contractor, is based on voluntary service. The Supplier shall ensure that all employees are free to terminate their employment after informing the Supplier of this in a reasonable manner. The Supplier shall also recognise the right to freedom of association and facilitate collective bargaining if a significant proportion of its workers want this. The Supplier shall arrange for representatives or members of

trade unions to fulfil the duties of their office in the workplace.

2.4.1 Child labour

The Supplier shall exercise particular diligence in relation to the use of underage workers. Children under the age of 18 shall not, under any circumstances, carry out work that may jeopardise their health or safety. Children under the age of 15 shall not, under any circumstances, perform work that may harm or be detrimental to their ability to take or complete education.

2.4.2 Pay conditions

For workers in Norway, the Supplier shall operate with pay that at least corresponds to the industry standard, or minimum wage in those industries where a minimum wage has been introduced. When using workers in other countries, and especially in low-cost countries, the Supplier shall ensure that the wages of workers are at least in line with the highest national minimum wage regulations or industry standard in the country. The wages should always be sufficient to meet basic needs, including some savings.

2.5 Climate and Environment

The Supplier shall comply with international environmental standards. The Supplier shall apply a "precautionary principle" to issues related to pollution, environmental risks and other environmental and climate challenges. Furthermore, the Supplier should strive to promote responsible environmental attitudes, as well as contribute to the use and development of eco-friendly technology and products. The Supplier must comply with all environmental requirements set by the Red Cross for the procurement.

3. Cooperation with the Red Cross

3.1 Business methods, anti-corruption and anti-money laundering

The Supplier shall avoid and internally prohibit business practices that may reasonably be deemed improper. The Supplier shall be familiar with, and is obliged to comply with, Norwegian legislation relating to bribery, corruption, fraud, money laundering and other illegal business activities. The Supplier shall prevent corruption in its business practices and shall not directly or indirectly provide any improper benefit, service or incentive to third parties for the purpose of obtaining personal or business gain.

3.2 Use of subcontractors

If the Supplier uses subcontractors for goods or services delivered to the Red Cross, or for other assignments that the Supplier performs for or with the Red Cross, the Supplier is obliged to contribute to ensuring that subcontractors are also familiar with and comply with the terms of the Statement.

3.3 Reputation

The Supplier shall not take any action or express itself in a manner liable to adversely affect the reputation or goodwill of the Red Cross. Accordingly, the Supplier shall avoid acting or expressing itself in a manner liable to weaken people's trust in the Red Cross, and thus also the Red Cross's ability to carry out its relief work within the framework of the seven principles.

3.4 Respect for international humanitarian law

The Supplier and its subcontractors shall not take any action or express themselves in a manner that contravenes international humanitarian law. The main international regulations are mentioned in Section 1 second paragraph. This includes, among other things, that the Supplier shall not export articles in violation of humanitarian law, engage in trade with a party to an armed conflict, or conduct other trade practices that may contribute to undermining the principles of international law. The Supplier shall exercise extreme caution in relation to the use of partners or suppliers located in, or the procurement of goods or services originating from, an area of armed conflict.

3.5 Activities that conflict with the Red Cross movement's principles and values

The Supplier shall inform the Red Cross if the Supplier carries out activities that conflict with, or may conflict with, the Red Cross movement's humanitarian principles and values. Such activities are the production or sale of weapons, pornography, drugs (including, but not limited to, alcohol and tobacco) and coal. The Supplier shall

also inform the Red Cross if it carries out other activities that in the opinion of the Supplier may conflict with the Red Cross movement's principles and values.

3.6 The right of the Red Cross to inspect

The Supplier shall, upon request, make available to the Red Cross all the information and documentation necessary to prove that the obligations set out in this Code of Conduct have been fulfilled.

3.7 Notice of breach

If the Supplier detects or suspects a breach of the Code of Conduct, either internally or externally by a subcontractor, the Supplier shall report this to the contact point specified in Section 1.3 of the Main Agreement [enter a reference to the place where the point of contact is stated unless stated in the Main Agreement].

3.8 Breach of contract

If the Supplier fails to comply with the terms of the Code of Conduct, this shall constitute a breach of contract. In the event of a breach of contract, the Supplier is obliged to rectify the deficiency in its own operations and/or order subcontractors to carry out a corresponding rectification. Rectification of the deficiencies shall be documented in writing. If rectification is not implemented within a reasonable time, the Red Cross may claim compensation for the financial loss suffered by the Red Cross as a result of the breach of contract. In the event of significant breach of the Code of Conduct, the Red Cross may terminate the contract with the Supplier. In assessing whether the materiality requirement has been met, both the Red Cross's financial losses and potential loss of reputation shall be taken into account. Repeated breaches of the Code of Conduct, or failure to follow-up after the Red Cross has pointed out the situation in writing with a deadline for rectifying breaches of this Code of Conduct, shall always be regarded as a material breach of contract.

The Code of Conduct for Suppliers to the Red Cross was revised on 18.01.2022. This document is Appendix 1 to the Standard Procurement Terms and Conditions for suppliers to the Red Cross. A signed copy of this document must be sent as a PDF by email to the RED CROSS at innkjop@redcross.no.

Date/Place: _____

Supplier: _____

Signature:

