



POLICY ESG SUPPLIER PROGRAM



THE IMPORTANCE OF ETHICAL BEHAVIOR

Wenaas has taken its corporate responsibility seriously for several years, and a well-developed ESG program is in line with this work. One of the many steps in our sustainable reporting is to promote decent labor and environmental standards in our supply chain. To support our strategy Wenaas is a member of the Ethical Trade Norway and amfori. We believe that these memberships and in relationships with our suppliers and partners, we continuously work for ethical trade throughout the supply chain.

The Norwegian Transparency Act

The Transparency Act was enacted by the Norwegian Parliament and entered into force on 1 July 2022. [The Norwegian Consumer Authority](#) is assigned the responsibility of guiding and supervising the Transparency Act. The main purpose of the Act is to document our own business risks in line with the Transparency Act. To achieve the Act's purpose, it requires businesses to report on the work they do to ensure compliance with fundamental human rights and decent working conditions throughout their operations and supply chain. Reporting on the Act requires Wenaas to transparently work to avoid adverse impacts on people and society. Yearly we review our requirements and follow-up accordingly to meet the Norwegian Transparency Act.

Due Diligence

Wenaas performs due diligence assessments, and the process is according to OECD Due Diligence Guidance for Responsible Business Conduct principles. Since 2022, Wenaas publishes its statement to comply with the Transparency Act. Our report allows us to identify, prevent, mitigate, and account for our actual and potential adverse impacts, as well as rectify damage related to human rights within the company, in our

supply chains, and through our business partners. For more information and to access our Due Diligence Accounting Report - [Sustainability](#)

Collaboration

Wenaas operates with trust and act with fairness, and all our suppliers and business partners are met with the same active approach, opportunities and challenges we may have. Before entering into new agreements, we expect our suppliers to align and meet our standards and to act transparently with their practices.

Suppliers and business partners are required to ensure that their sub-suppliers are accountable to the principles in our Code of Conduct (CoC). When requested suppliers are required to communicate their compliance to Wenaas, and if necessary, improvements and actions are implemented to ensure full compliance to our requirements. If non-compliance with our CoC is identified, we will immediately follow up with the correction action plan. However, violation of the CoC and unwillingness to improve, gives Wenaas the right to terminate the business relationship agreement.

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Wenaas is committed to the SDGs

Wenaas operates with responsible business behavior in line with the UN SDGs. The 17 SDGs are an urgent call for action by all countries - developed and developing - in a global partnership a plan to achieve a more sustainable future for all. Wenaas has identified opportunities to enhance our corporate sustainability within five meaningful and focused SDGs.

Through these SDGs we will inspire and contribute value to customers, employees, suppliers, and partners encouraging sustainable choices. By engaging in a strong social commitment, practiced within our own operations, and combined with an innovative approach and in collaboration with others - we are convinced that major results are achieved to move us all forward. To see progress and success on our SDG commitments, we have integrated the goals with a few key indicators in the areas where we believe we can make the biggest difference.

Wenaas contributes to a better world through SDG number 8, 10, 12, 13 & 17.

**UN SDG goal 8 -
Decent Work and
Economic Growth**

Sustained, inclusive economic growth within our partnership will be achieved by transparency, and respectful dialog with our suppliers. Predictable and excellent cooperation is crucial for the development of creating fair and valuable transactions in our value chain.

- To secure decent working conditions, Wenaas commits itself to the UN's Guidelines for Business and Human Rights.
- Our social standard guidelines ensure that all applicable obligations, laws, and regulations are respected within our supply chain.
- All our suppliers, business partners and employees are covered by company policies and our CoC.

**UN SDG goal 10 -
Reduced Inequalities**

We are committed to and convinced that achieving greater social equality between genders is a continuous ongoing learning process guided by the International Labor Organization (ILO). To strengthen the value chain itself and promote responsible business practices within the workplace and our partners' supply chains, we follow up with different types of professional audits.

- Wenaas commits to the OECD Due Diligence Guidance to undertake risk-mitigation efforts and promote ethically supply chains.
- Promote positive social impact opportunities and ensure non-discrimination within the company and our supplier chain.
- In cooperation with Amfori BSCI, measure our key suppliers for social compliance by 3rd parties' auditors.

**UN SDG goal 12 -
Responsible
Consumption and
Production**

Our sustainable sourcing and purchasing practices are provided to reduce the risk of endangering manufactures, workers and our customers. These efficient processes ensure trustworthy and high safety in our product quality, while protecting the environment against harmful effects of chemical substances in production.

- All our suppliers and business partners comply with the European REACH regulations.
- Substantially reduce our environmental impact by OEKOTEX® Standards.
- In cooperation with Amfori BEPI, measure our key suppliers for environmental compliance by 3rd parties' auditors.

**UN SDG goal 13 -
Climate Action**

We believe measured positive results over time will show an ever-increasing reduced carbon footprint achieved by categorizing product groups at different levels of environmental impacts and of circularity. These effective climate measures contribute to increasing the traceability of raw materials while reducing waste and pollution in our value chain.

- Wenaas will continuously work to be in line with the Paris Agreement on Climate Change while aiming on halving our carbon footprint by 2030 and Net Zero by 2050.
- By maximizing the products' lifecycle, we strengthen our resilience in our supply chain towards climate related hazards and natural disasters.
- Responsible for sourcing and increasing the traceability of the raw materials through our preferred eco-friendly standards and certifications.

**UN SDG 17 -
Partnerships for the
Goals**

We believe that working with a variety of forums facilities collaborates with our partners, suppliers, NGO's and customers. The developments from the workshops and seminars are important and help drive Wenaas sustainability commitments; thereby promoting valuable and measurable solutions within the industry where we operate.

- The Wenaas approach will be holistic towards Risk Management, Climate Action, and Social Governance.
- To advance sustainable development, we believe in encouragement and respecting each country's policy and leadership.
- We will annually report accordingly to our comprehensive ESG strategy.

SUPPLIERS MANAGEMENT PROGRAM

Requirements are to be aligned with on behalf of the Supplier relationship.

(TBS = to be signed and sent in return electronically).

1. Wenaas Code of Conduct (TBS).
2. Wenaas Restricted Substances List (TBS).
3. Wenaas Self-Assessment Questionnaire for Suppliers - Producer (TBS).

Policies and supporting documentation

1. Wenaas Responsible Business Conduct Policy.
2. Wenaas Corruption and Anti-Bribery Policy
3. Wenaas Gifts and Hospitality Policy.
4. Wenaas Minimum Criteria for Suppliers.
5. Wenaas amfori BEPI Code of Conduct.
6. Wenaas amfori BSCI Compliance Guidelines.
7. Wenaas amfori BSCI Code Red Process.
8. Wenaas General Terms and Conditions.
9. Wenaas Packaging Guidelines.



PROTECTING ENVIRONMENTAL RESOURCES

Expectations to our Suppliers

- Environmental Management System.
- Hazardous Substances - Chemicals.
- Energy Consumptions
- Water Management.
- GHG - Co2 Emissions.
- Pollution - the air, water and effluences.
- Circular Waste Management.
- Responsible Sourcing and transparent with raw materials, fabrics and accessories.
- Eco-friendly standards and certifications.

Aligned to secure environmental conditions

- ✚ EU / EEA regulations.
- ✚ The Stockholm convention - The Pops regulation.
- ✚ ECHA Biocide Product regulation.
- ✚ UN Guiding Principles on Business and Human Rights.
- ✚ OECD Guidelines for Multinational Enterprises.
- ✚ The Paris Agreement.
- ✚ OEKOTEX® STANDARD 100.
- ✚ ISO 14001 - International Standard for Environmental Management.



SOCIAL MANAGEMENT CAPABILITIES

Expectations to our Suppliers

- Occupational Health and Safety in the workplace.
- Prohibition of forced labor and child labor.
- Discrimination and gender equality at work.
- Decent working hours.
- Freedom of association and collective bargaining.
- Sanitation, Food and Transportation.
- Social dialog, performance and training.

Aligned to secure decent and safe working conditions

- ✚ UN Universal Declaration of Human Rights.
- ✚ ILO Conventions and Recommendations.
- ✚ UN Guiding Principles on Business and Human Rights.
- ✚ OECD Guidelines for Multination Enterprises.
- ✚ UN Children's Rights and Business Principles.
- ✚ OECD Due Diligence Guidance for Responsible Business Conduct.
- ✚ ISO 45001 International Standard for Occupational health and safety.



COLLABORATION AND GOVERNANCE REPORTING

Expectations to our Suppliers

- Conformance to national and international standards.
- Established risk management processes (including upstream suppliers).
- Honest and transparent communications and documentation.
- Company commitment to ESG compliance.
- Responsibility management and fair-trade cooperation.
- Stakeholder engagement in due diligence.

Secure alignment with our Supplier Requirements for Wenaas to comply with

- ✚ An annual report on our targets for environmental compliance.
- ✚ An annual report on our targets for social compliance.
- ✚ An annual ESG report on our priorities to address the environment and climate change, social and ethical trade and governance, collaboration and reporting framework.
- ✚ Comply with International and European frameworks such as The Norwegian Transparency Act, The Corporate Sustainability Reporting Directive (CSRD) and EU Taxonomy.
- ✚ Comply to ISO 9001 - International Standards for Quality Management.

MAIN OFFICE:

WENAAS WORKWEAR AS,

Bruasetvegen 122,

N-6386 Måndalen.

Tlf: +47 71 22 73 00

Email: post@wenaas.no

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