



# POLICY ESG SUPPLIER PROGRAM



# PROTECTING PEOPLE AND THE PLANET AT WORK

## ***At Wenaas, protecting people at work is our core mission!***

As a leading international supplier of workwear and protective equipment, Wenaas sets high standards for safety, quality, and responsibility across our value chain. We are committed to environmental and social responsibility - from product development and ethical sourcing to supplier requirements and continuous improvement. All suppliers and business partners must comply with our Code of Conduct, ensuring safe working conditions, respect for human rights, and environmental protection.

Founded in 1931, Wenaas combines decades of expertise with a forward-looking approach to sustainable workwear. Our ESG strategy strengthens supply chain resilience and risk management while creating opportunities through responsible sourcing, climate action, and innovation. Our commitment is clear - protecting People, respecting the Planet, and creating long-term value.

Responsibility at Wenaas is embedded in our governance framework through clear policies, our Code of Conduct, and systematic follow-up of suppliers and internal processes. This is supported by risk assessments, audits, and ISO-aligned management systems, ensuring continuous improvement across the value chain.

Our approach is grounded in the principles of the United Nations and the International Labor Organization. We conduct due diligence in line with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. We operate transparently through audits and risk assessments aligned with international standards and comply with the Norwegian Transparency Act.

Wenaas recognizes responsible sourcing as a shared responsibility and works with our suppliers to uphold high standards in human rights, labor, environmental performance, and ethical conduct. We value suppliers' commitment to meeting these expectations and to continuous improvement.

Building on these commitments, this **Policy - ESG Supplier Program** establishes the minimum requirements that all our suppliers and business partners must meet when conducting business with Wenaas. Compliance with these requirements is of mandatory importance for engagement.

Its purpose is to ensure that suppliers operate in a manner consistent with our standards for quality, integrity, sustainability, and legal compliance. We expect our suppliers and business partners to adhere to all applicable laws and regulations, maintain high ethical standards, and support our commitment to responsible business practices.

# ESG SUPPLIER PROGRAM

***All Suppliers and Business Partners shall fully comply with and implement the ESG requirements outlined below throughout the duration of the relationship. Such compliance is a fundamental condition of engagement and a prerequisite for continuation of the partnership.***

## **Collaboration**

Wenaas operates with trust and fairness and expects the same from all suppliers and business partners. Suppliers must align with these standards prior to engagement and ensure that their sub-suppliers comply with the Code of Conduct. Upon request, compliance shall be documented, and identified gaps must be addressed through corrective actions. Violation of the CoC or failure to implement required improvements may result in Wenaas terminating the business relationship.

**Below three documents are to be signed and sent in return electronically to [esg@wenaas.com](mailto:esg@wenaas.com)**

1. Wenaas Code of Conduct.
2. Wenaas Restricted Substances List.
3. Wenaas Self-Assessment Questionnaire for
  - Own Brand Production
  - Third Part Producer
  - Sub-Suppliers.

## **Policies and supporting documentation**

- i. Wenaas Responsible Business Conduct Policy.
- ii. Wenaas Corruption and Anti-Bribery Policy.
- iii. Wenaas Gifts and Hospitality Policy.
- iv. Wenaas Conflict Minerals Policy.
- v. Wenaas Minimum Criteria for Suppliers.
- vi. Wenaas amfori BSCI System Manual Guide.
- vii. Wenaas amfori BSCI Code Red Process.
- viii. Wenaas amfori BEPI Supplier Compliance Guidelines and BEPI CoC.
- ix. Wenaas Packaging Guidelines.



# 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. Through memberships in Ethical Trade Norway and amfori, and close collaboration with suppliers and partners, we actively uphold ethical trade.*

## The Norwegian Transparency Act

The Transparency Act, effective 1 July 2022, is overseen by [The Norwegian Consumer Authority](#). 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. Wenaas reports annually on its efforts to prevent adverse impacts on people and society and reviews its requirements to remain compliant with the Act. For more information and to access our Due Diligence Accounting Report - [Sustainability](#)

## Due Diligence Approach

Wenaas applies a risk-based due diligence framework aligned with the OECD's six step model:

### 1. Integration of Responsible Business Conduct - Governance

- Establish responsible sourcing policies, procedures, and management system.
- Define roles and responsibilities across procurement, sustainability, and compliance functions.

### 2. Identify - Assess Risks in the Supply Chain

- Map relevant suppliers across the supply chain, incl. sub-suppliers.
- Analyze data on materials, sourcing practices, and risk exposures.

### 3. Act - Mitigate and Respond to Risks

- Engage with suppliers to cease, prevent, or mitigate adverse impacts.
- Implement and follow-up on mitigation measures and corrective action plans.

### 4. Track - Monitor and Verify

- Monitor and evaluate the effectiveness of implemented actions.
- Support independent third-party audits (e.g., amfori BSCI, Sedex/SMETA).

### 5. Communicate - Transparency and Reporting

- Disclose material risks and mitigation actions.
- Ensure transparent internal and external reporting.

### 6. Cooperate – Provide Remediation Where Appropriate

- Establish and document grievance mechanisms and access to remedy.
- Ensure the effectiveness of remediation efforts.



# 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 seven meaningful and focused SDGs.

Through our commitment to SDGs, we aim to create lasting value for customers, employees, suppliers, and business partners by promoting and enabling more sustainable choices. This is supported by a strong social

responsibility embedded within our own operations, combined with an innovative mindset and close collaboration with stakeholders.

We believe that meaningful progress is achieved through collective effort and shared ambition. By integrating the SDGs into our ESG strategy, supplier requirements, and reporting practices, we enhance transparency around our impact areas and how progress is measured.

Through this structured approach, we strive to drive sustainable value creation and contribute to a more responsible and resilient workwear industry. To track progress on our SDG commitments, we focus on key indicators where we believe we can make the greatest impact.

Wenaas contributes to a better world through SDG number 5, 7, 8, 10, 12, 13 & 17. For more information on our ambitions to reach UNs Sustainable Development Goals - [ESG - ambitions for Wenaas](#)

**UN SDG 5 - The goal is to achieve gender equality by ending discrimination, violence, and harmful practices against women and girls worldwide.**

- Wenaas is committed to achieving gender equality and empowering all women and girls across our operations and supply chain.

*UN SDG goal 5 -  
Gender Equality*

**UN SGS 7 - The goal is to ensure access to affordable, reliable, sustainable, and modern energy for all.**

- Wenaas seeks to ensure access to affordable, reliable, and sustainable energy across its operations and supply chain.

*UN SDG goal 7 –  
Affordable and Clean  
Energy*

**UN SDG 8 - The goal is to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.**

- Wenaas believes that meaningful impact on social sustainability comes through respectful dialogue with suppliers, partners, and colleagues, supported by transparency in the value chain.

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

**UN SDG 10 - The goal is to reduce inequality within and among countries.**

- Wenaas works continuously to align with ILO labor standards, strengthen factory audit follow-up, and promote responsible business practices across our supply chain.

*UN SDG goal 10 -  
Reduced Inequalities*

**UN SDG 12 - The goal is to ensure sustainable consumption and production patterns.**

- Wenaas is committed to protecting human health and the environment by preventing the harmful effects of chemical substances in both production and products.

*UN SDG goal 12 -  
Responsible  
Consumption and  
Production*

**UN SDG 13 - The goal is to take urgent action to combat climate change and its impacts.**

- Wenaas strives to reduce our carbon footprint by maximizing product lifecycles and increasing traceability to reduce waste and pollution throughout the supply chain.

*UN SDG goal 13 -  
Climate Action*

**UN SDG 17 - The goal is to strengthen the means of implementation and revitalize the global partnership for sustainable development in finance, technology, trade and policy.**

- Wenaas strengthens global and local partnerships through ISO certification standards and active collaboration with suppliers, customers, NGOs, amfori BSCI, Ethical Trade Norway, and other stakeholders through development projects, workshops, and seminars.

*UN SDG 17 -  
Partnerships for the  
Goals*

## PROTECTING ENVIRONMENTAL RESOURCES

### Expectations to our Suppliers

- An Environmental Management System.
- Hazardous Substances - Chemicals.
- Energy Consumption and Renewable Energy.
- Pollution - the air, water and effluences.
- A Circular Waste Management System.
- Reducing GHG (CO<sub>2</sub>) carbon emissions.
- Carbon Product Emissions - The supplier will provide EPDs or LCAs where applicable.
- Zero Liquid Discharge (ZLD) Program.
- Responsible Sourcing and transparent with raw materials, fabrics and accessories.
- Eco-friendly standards and certifications.

The Supplier is committed to complying with the following international environmental standards, regulations, and frameworks:

- ✚ Compliance with EU/EEA environmental legislation, including REACH Regulation.
- ✚ PFAS - REACH regulated (EC 1907/2006).
- ✚ Compliance with the Stockholm Convention on Persistent Organic Pollutants and the EU POPs Regulation.
- ✚ Compliance with the EU Biocidal Products Regulation, administered by ECHA.
- ✚ Commitment to The Paris Agreement goals.
- ✚ Compliance with OEKOTEX® STANDARD 100.
- ✚ Aligned with ISO 14001 - International Environmental Management Systems standard.



## OUR SOCIAL MANAGEMENT CAPABILITIES

### Expectations to our Suppliers

- Maintain a Social Management System.
- Compliance with Sedex SMETA, amfori BSCI, or equivalent recognized social compliance audit schemes are required.
- Monitor compliance, address non-conformities, corrective action plan (CAP) and improvements measures.
- Comply with all applicable labor laws and regulations in the country of operation.
- Occupational Health and Safety in the workplace.
- Prohibit all forms of forced labor, child labor, and human trafficking.
- Respect decent working hours, fair wages, and legally compliant employment conditions.
- Respect freedom of association and the right to collective bargaining.
- Support social dialogue, worker engagement, and continuous training and development.
- Provide access to effective grievance mechanisms and ensure protection against retaliation.
- Prevention of discrimination and promotion of gender equality in the workplace.
- Promote responsible recruitment practices, incl. prohibition of recruitment fees charged to workers.
- Availability of Safe, Hygienic Sanitation, Food, and Transportation facilities where applicable.



### The Supplier is committed to complying with the following international standards, regulations, and frameworks to ensure decent and safe working conditions:

- ✚ United Nations Universal Declaration of Human Rights.
- ✚ United Nations Children's Rights and Business Principles.
- ✚ United Nations Guiding Principles on Business and Human Rights (UNGPs).
- ✚ International Labor Organization Conventions and Recommendations
- ✚ OECD Due Diligence Guidance for Responsible Business Conduct.
- ✚ UK Bribery Act (2010).
- ✚ UK Modern Slavery Act (2015).
- ✚ Aligned with ISO 45001 - International Occupational Health and Safety Management Systems.

## COLLABORATION AND GOVERNANCE REPORTING

### Expectations to our Suppliers

- Ensure compliance with applicable national and international laws, regulations, and standards.
- Implement effective risk management systems, including identification and management of risks within the supply chain (including upstream suppliers).
- Maintain transparent, accurate, and timely communication and documentation in all business activities.
- Demonstrate a clear commitment to Environmental, Social, and Governance (ESG) principles and continuous improvement.
- Conduct business in accordance with ethical, responsible, and fair business practices, including fair competition and integrity in all business relations.
- Engage relevant stakeholders in due diligence processes, where appropriate, to support responsible decision-making and risk management.

### Secure Governance and Reporting Requirements:

- ✚ Ensure alignment with and compliance to Wenaas Supplier Requirements.
- ✚ Provide annual reporting on our environmental performance and targets.
- ✚ Provide annual reporting on our social performance and targets.
- ✚ Provide annual ESG reporting covering environmental and climate impact, social and ethical practices, governance, collaboration, and reporting frameworks.
- ✚ Comply with applicable international and European regulations and frameworks, including the Norwegian Transparency Act, the Corporate Sustainability Reporting Directive (CSRD), and the EU Taxonomy Regulation.
- ✚ Comply with applicable data protection requirements, including the General Data Protection Regulation (GDPR).
- ✚ Participate in sustainability assessments, including EcoVadis or equivalent third-party evaluations, upon request.
- ✚ Compliant with ISO 45001 - International Occupational Health and Safety Management Systems.

MAIN OFFICE:

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