

Policy for responsible business conduct – Wenaas

Introduction

Wenaas strives towards responsible business conduct that respects people, society, and the environment. This policy document, including our Code of Conduct, forms the foundation of our sustainability work.

Wenaas considers responsible business conduct to be a prerequisite for sustainable development, meaning that today's generation receive their needs covered without compromising the ability of future generations to meet their own needs¹. The UN Sustainable Development Goals (SDGs) is the world's joint action plan for sustainable development. **Wenaas** works actively with the Sustainable Development Goals.

Our four core values

Empathic: We show concern for each other and for our customers who do an important job out there every day. **Accurate:** We see the important details of the products, the quality, the production, and the design. **Reliable:** We can be trusted at all stages from development, production, delivery, and customer service. **Responsible:** We take responsibility for ethics, testing and documentation, for customers, the environment and society.

As a member of Ethical Trade Norway **Wenaas** commits to working actively with due diligence for responsible business conduct². Due diligence is a risk-based approach to respect and safeguard people, society, and the environment in our own business and throughout the supply chain. We expect our suppliers and partners to follow the same approach.

Requirements - own business

Wenaas acknowledges that our business conduct can potentially have negative impact on people, society, and the environment. At the same time, we see the potential to contribute to positive development in the supply chain. With this in mind, we have compiled the following principles and criteria guiding our own business:

Due diligence

Wenaas shall conduct due diligence for responsible business conduct. This involves; conducting risk assessments to identify potential negative impact on people, society, and the environment and to stop, prevent and reduce such impact. The measures put in place are monitored and their effect evaluated. The measures are communicated to those affected by our actions. If our activities are found to cause or contribute to negative impact on people, society, or the environment, we will stop the activities and seek to provide remedy. If our supplier is responsible for the negative impact, the supplier is responsible for providing remedy.³

Responsible purchasing practices

Wenaas considers responsible purchasing practices to be one of our most important tools for responsible business conduct. **Wenaas** shall adapt our purchasing practices to strengthen, and not undermine, our suppliers' ability to deliver on our requirements related to people, society, and the environment. We strive towards lasting supplier relationships with suppliers who show a particular willingness and ability to create positive developments in the supply chain.

¹ The Brundtland commission, «Our Common Future», 1987

² UN OHCHR, «Guiding Principles on Business and Human Rights (UNGPs)», 2011; OECD, «Due Diligence Guidance for Responsible Business Conduct», 2018.

³ OECD, «Due Diligence Guidance for Responsible Business Conduct», 2018.

Freedom of association and worker representation

Wenaas supports the right to freedom of association and other forms of democratically elected worker representation. We shall involve worker representatives and other relevant stakeholders in our work with responsible business conduct.

Supplier development and partnership

In dialogue with suppliers we will consider, if needed, to contribute with capacity building or resources that enable our suppliers to comply with **Wenaas's** requirements related to responsible business conduct. This way we lay the foundation for collaboration with suppliers that show the willingness and ability to work on positive development for people, society, and the environment in the supply chain.

Anti-corruption

Wenaas, including all employees, shall never offer or receive illegal or inappropriate monetary gifts or other remuneration to achieve private or business benefits in their own interest or in the interest of customers, agents, or suppliers. Please see Wenaas Workwear Corruption & Anti-Bribery Policy.

Countries affected by trade boycott

Wenaas, including all our suppliers and partners, shall avoid trading with partners that have activities in countries where a trade boycott is imposed by the UN and/or Norwegian Government authorities.

Requirements - conditions in the supply chain

We expect our suppliers and partners to work focused and systematically to comply with our guidelines for suppliers, and our code of conduct, that covers fundamental requirements on human rights, labour rights, anti-corruption, animal welfare and the environment.

Our suppliers shall:

Follow our guidelines and Code of Conduct for suppliers www.wenaas.no and www.wenaas.com

- Conduct due diligence for responsible business conduct. This involves; conducting risk assessments to identify potential negative impact on people, society, and the environment and to stop, prevent and reduce such impact. The measures put in place must be monitored and their effect evaluated. The measures taken must be communicated to those affected by your actions. If the supplier is responsible for the negative impact/damage, they are responsible for providing remedy.⁴
- Show willingness and ability to continuous improvement for people, society, and the environment through collaboration.
- At the request of **Wenaas**, the supplier must be able to document how they, and potential subcontractors, work to comply with the guidelines.

If the supplier, after several requests by **Wenaas**, does not show the willingness or ability to comply with the guidelines for suppliers, the contract may be cancelled.

⁴ OECD, «Due Diligence Guidance for Responsible Business Conduct», 2018.