



ENTRACK

REQUIREMENTS FOR ETHICS AND SOCIAL RESPONSIBILITY CODE OF CONDUCT FOR SUPPLIERS

	Prepared	Revised	Responsible	Approved
Date				
Name				

Entrack will work with partners who have the same values as us: trust, cooperation, accountability, ambitions and ethical business practices.

This document outlines Entrack's expectations for business partners, including suppliers, distributors, agents and dealers, emphasizing that maintaining ethical and social responsibility is an essential part of the team contributing to Entrack's success.

By signing this agreement, our suppliers commit to complying with applicable laws and sharing Entrack's commitment and focus on ethics, human rights, labor rights, environment, and anti-corruption.

Ethics

Entrack rejects corruption, discrimination, abuse of position, illegal business conduct, and other actions contrary to law or good business practice. We expect our suppliers to adhere to these principles throughout their operations.

Employees of Entrack are subject to ethical guidelines stating that gifts of any kind, or benefits of a personal nature, are not accepted from suppliers, or any other who may affect the business relationship with Entrack. Representation shall be in accordance with common practice and shall not be of such a nature that might influence a decision-making process, or damage Entrack's reputation. Employees of Entrack cannot participate in decisions where a conflict of interest may arise, and their impartiality may be questioned. Entrack expects our suppliers to respect and contribute to compliance with this.

Human Rights

Entrack expects suppliers and partners to:

1. Supports and respects the protection of internationally recognised human rights.
2. Ensures that they do not contribute to human rights violations.
3. Ensures compliance with guidelines and routines in own operations and further in the supply chain.

Discrimination and Equality

Entrack expects suppliers and partners to:

1. Treat people with respect and integrity.
2. Actively work to avoid direct or indirect discrimination based on gender, pregnancy, leave of birth or adoption, caregiving responsibilities, ethnicity, religion, beliefs, disability, sexual orientation, gender identity, gender expression and age.
3. Exhibits zero tolerance for any form of harassment and shall act proactively if such behavior is observed.

Privacy and Data Security

Entrack expects suppliers and partners to:

1. Protect privacy in accordance with the Norwegian Personal Data Act/ General Data Protection Regulation (GDPR) and handle all confidential information in an ethically responsible manner, and at all times within the agreed framework and applicable regulations.
2. Ensure procedures and systems are in place to protect privacy and business data to safeguard personal information and other sensitive data from unauthorized access, alteration, disclosure, or destruction.
3. Reports deviations and suspected deviations to the relevant supervisory authorities.

Labor Rights

Entrack expects suppliers and partners to:

1. Offers their employees a healthy and safe work environment in compliance with applicable laws and regulations.
2. Respect freedom of union association and the recognition to collective bargaining.
3. Ensure that everyone who works for the company have wages and working conditions in line with applicable tariffs and agreements.

Environment and Climate

Entrack expects suppliers and partners to:

1. Complies with all applicable environmental legislation.
2. Follow the precautionary principle concerning environmental challenges by having effective routines to reduce negative effects on nature and the environment throughout the value chain, promote sustainable use of resources and minimize greenhouse gas emissions.
3. Take initiatives to promote increased environmental responsibility by encouraging the development and use of environmentally friendly technologies, and products and services.

Anti-corruption, Money Laundering and Whistleblowing.

Entrack expects suppliers and partners to:

1. Oppose all forms of corruption, including extortion and bribery.
2. Reject all forms of money laundering and establish measures to prevent the company's financial transactions from being used for money laundering, as well as comply with applicable tax regulations and not contribute to tax evasion.
3. Obligated to have procedures for reporting critical conditions related to the execution of the contract, and ensure these routines are available and known. The whistleblowing routines should be available for the supplier's employees, including hired personnel and subcontractors. Whistleblowers reporting critical conditions must be protected from retaliation.

Have there been any cases of actual negative impact (risk) on any of the points above?
If yes, please provide identified cases (number/type)

Yes No Don't know

Name of the Supplier:		Organization Number:
Company Address: :	Post Code:	City:
Signature's Name in Capital Letters:		Title:
Place and Date:	Signature:	