

GOOD BUSINESS

SUPPLIER CODE OF CONDUCT



**/STRENGTHEN
SOCIETY**



**/INFLUENCE
CHANGE**



**/DRIVE
EFFICIENCY**

DEAR SUPPLIER,

AT ERIKS WE BELIEVE THAT SUSTAINABILITY IS GOOD FOR BUSINESS. AS A GOOD BUSINESS, OUR DUTIES EXTEND BEYOND OUR OWN BUILDINGS TO PEOPLE, THE ENVIRONMENT AND SOCIETY AT LARGE. WE AIM TO BUILD A SUSTAINABLE COMPANY BY DRIVING EFFICIENCY, INFLUENCING CHANGE AND STRENGTHENING SOCIETY AND WE ASK YOU TO JOIN US IN THESE EFFORTS.

This Supplier Code outlines what we expect from our partners and their sub-tier suppliers regarding compliance with international standards for quality, health, safety, environmental management, human rights and business ethics. In essence this means having a culture of continuous improvement whilst treating people fairly, preserving natural resources and protecting the environment and engaging with our wider communities for the benefit of all.

We believe that there is a strong link between solid social and environmental performance and efficient, successful business. By working together to improve standards, we will be able to meet the current and future expectations of our customers and investors. You may already exceed these standards. If so, we strongly encourage you to persuade your own suppliers in doing the same. If not, we ask you to take these standards on board and work in partnership with ERIKS.

ERIKS n.v. Management Board



SUPPLIER CODE OF CONDUCT FOR A SUSTAINABLE SUPPLY CHAIN

1.0 INTRODUCTION

ERIKS aims to do good business but only by being a good business. This means that ERIKS conducts its business with a responsibility for the impact of its decisions and operations on society and environment, by means of transparent and ethical behaviour. ERIKS endeavours to do business with suppliers that act in line with this principle.

ERIKS has locked sustainability into the framework of considerations regarding all of its procurement and investments and therefore strives for long-term relationships with its partners, including an active dialogue and activities in the area of sustainability.

Based on this, ERIKS has drawn up this supplier code. This code functions as a supply chain initiative, and ERIKS assumes that its suppliers will emulate such within their supply chain with similar expectations.

The Supplier Code supplements other, already existing agreements and contracts between ERIKS and its suppliers, as well as product-related sustainability criteria.

2.0 GENERAL REQUIREMENTS

The standards of this code set forth expectations for our suppliers including their parent, subsidiary or affiliate entities, as well as others with whom they do business including employees and other third parties. We expect suppliers to communicate, educate and verify compliance with this code within their supply base.

ERIKS expects that its suppliers will, upon request provide them with complete, accurate and understandable information on its products, services and contractual conditions together with any transactional data and additional information as is deemed necessary in a timely manner.

ERIKS reserves the right to verify compliance with this code through internal or external assessments or audits, and in the spirit of continuous improvement, commit to engaging with our suppliers to improve standards where required.



3.0 SOCIAL RESPONSIBILITY

ERIKS expect all its partners to comply with, and preferably exceed, all applicable social legislation and regulations. This also requires a commitment to follow up on new regulations and to comply with the following minimum requirements.

Suppliers shall adhere to the principle of good employment, in which labour conditions and the well-being and development of its employees are guaranteed.

Suppliers shall offer its employees an employment agreement that complies with all applicable laws and regulations. A collective labour agreement must comply with applicable laws and regulations on collectivity.

ERIKS expects its partners to actively support their local communities, through engagement in community activities and the support of social initiatives and enterprise.

Suppliers shall actively encourage employee outreach into the community, through the facilitation of volunteer support and the transfer of knowledge for the benefit of both the community and the employee.

Suppliers shall acknowledge the UN Global Compact that incorporates the values and principles of the Universal Declaration of Human Rights (UDHR) and the International Labour Organization (ILO) Fundamental Principles and Rights at Work.

4.0 ENVIRONMENTAL RESPONSIBILITY

ERIKS expects all its partners to comply with, and preferably exceed, all applicable environment laws and regulations. This also requires a commitment to follow up on new regulations and to comply with the following minimum requirements.

Suppliers must show a positive approach towards the relevant environmental issues related to their activities.

Suppliers must show an active approach towards realizing sustainable solutions in their products, services and processes, including concerning energy usage, emissions, transport, packaging, efficient use of materials, recycling and reuse.

Preference is given to suppliers with, or working towards achieving a certified environmental management system, either according to BS EN ISO 14001 or the EU Eco-Management Audit Scheme (EMAS), or its own environmental system validated by a recognized scheme e.g. (SEDEX, EcoVadis, Achilles).



5.0 HEALTH, SAFETY AND WELFARE

Suppliers must show a positive approach towards the relevant Health, Safety and Welfare issues related to its activities.

Suppliers will provide clear instructions, information and adequate training to ensure their employees are competent to do their work.

Suppliers will engage and consult with their employees on day-to-day health and safety conditions and show an active approach towards achieving ZERO workplace accidents, through the reporting and investigation of accidents, incidents, near misses and the continual improvement of work place safety.

Suppliers will provide and maintain plant, equipment and machinery to reduce human burden and maintain their workers safety while also ensuring the safe storage/use of substances.

ERIKS expects all its partners to comply with, and preferably exceed, all applicable health and safety legislation and regulations. This also requires a commitment to follow up on new regulations.

Preference is given to suppliers with, or working towards achieving a certified health and safety management system, either according to OHSAS 18001, BS EN ISO45001 or through its own management system validated by a qualified third party.

6.0 QUALITY

Suppliers will have suitable, auditable quality instructions, policies and procedures, and maintain suitable records to ensure that ERIKS requirements are fully and completely satisfied in an effective and efficient manner.


Suppliers will engage with ERIKS in partnership to develop and continually improve processes to provide products and services that exceed our customers' expectations.

Suppliers will work in collaboration with ERIKS to innovate and develop new technologies, products and services to improve efficiency, reliability, reduce energy, minimise waste and prevent pollution.

Suppliers will be mindful of and develop strategies to combat the counterfeiting of their products and provide support and assistance to ERIKS to identify such.

ERIKS expects all its partners to comply with, and preferably exceed, all applicable quality related legislation and regulations. This also requires a commitment to follow up on new regulations.

Preference is given to suppliers with, or working towards achieving a certified quality management system, either according to BS EN ISO 9001, or through its own management system validated by a qualified third party.



7.0 BUSINESS RESPONSIBILITY

Business decisions of suppliers' employees may not be influenced by factors other than business considerations.

ERIKS prohibits bribery in all of its forms. This prohibition:

- Includes offering, giving, requesting or accepting any bribe, whether in the form of cash or any other advantage, to or from any third party;
- Applies everywhere in the world;
- Applies to all of our employees, managers, agents and representatives: and
- Covers our dealings with all third parties including: public officials or bodies, private individuals, employees of other businesses, agents or any other individual or body performing services on behalf of ERIKS.

The supplier shall have a business continuity plan which allows for the safeguarding, storage and recovery of documentation to pertaining to any contract or transaction.

The plan should also contain contingency plans to maintain their supply chain capabilities and satisfy ERIKS outstanding requirements in a timely manner in the event of significant or repeated utility interruptions, labor shortages, equipment failure or field returns.

ERIKS expects all its partners to comply with, and preferably exceed, all applicable fair trade, competition and fraud and bribery laws and regulations and comply with the ERIKS Code of Business Conduct.



CONTACT INFORMATION

ERIKS welcomes and encourages dialogue with its stakeholders, so please engage with us to discuss any questions or concerns at sustainability@eriks.com

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SOURCES

For information purposes references to the guidelines mentioned in this supply code are shown below:

ERIKS Code of Business Conduct

<http://eriks.com/en/about-eriks/code-of-business-conduct/>

UN Global Compact

<https://www.unglobalcompact.org/about>

The Universal Declaration of Human Rights

<http://www.un.org/en/documents/udhr/index.shtml>

International Labour Organization (ILO) Fundamental Principles and Rights

<http://www.ilo.org/declaration/lang--en/index.htm>

BS EN ISO 14001

<http://www.iso.org/iso/home/standards/management-standards/iso14000.htm>

EU Eco-Management and Audit Scheme (EMAS)

http://ec.europa.eu/environment/emas/index_en.htm

SEDEX

<http://www.sedexglobal.com/>

EcoVadis

<http://www.ecovadis.com/>

Achilles

<http://www.achilles.com/en?cont=uk>

OHSAS 18001

<http://www.bsigroup.com/en-US/OHSAS-18001-Occupational-Health-and-Safety/>

BS EN ISO45001

<http://www.bsigroup.com/en-US/OHSAS-18001-Occupational-Health-and-Safety/ISO-45001/>

BS EN ISO 9001

http://www.iso.org/iso/home/standards/management-standards/iso_9000.htm