

## **JOTUN SUPPLIER INTEGRITY DECLARATION**

JOTUN aims to make effective procurement that supports positive social development that considers people, society and the environment. To achieve this, JOTUN sets a number of requirements for those who wish to become suppliers to JOTUN. This includes requirements for the supplier's Labour and Human Rights, HSE responsibility, business ethics and compliance with laws and regulations. JOTUN is committed to United Nations Global Compact (<https://www.unglobalcompact.org/what-is-gc/mission/principles>) and JOTUN expects that our suppliers support the same.

### **Laws, licences and permissions**

As a supplier to JOTUN, you ensure that at all times you maintain laws, regulations, licences, permissions, authorisations, consents and permits that it needs to carry out the work in a lawful, responsible and ethical way under the supplier contract.

### **Labour standards and Human Rights**

As a supplier to JOTUN, you comply with the standards identified by the International Labour organization (ILO) relating to labour and working conditions as well as applicable laws and regulations. You shall also respect the human rights of employees as established in the ILO's Declaration on Fundamental Principles and Rights at Work, including:

- Non-discrimination
- Prohibition of child labour
- Prohibition of forced labour
- Freedom of association and the right to engage in collective bargaining

### **Health, safety and environmental management**

As a supplier to JOTUN, you provide a safe and healthy workplace for all your employees and conduct your business in an environmentally sustainable way. In particular, you will

- have a documented, implemented and auditable Health, Safety and Environment (HSE) management system and quality system; and
- comply with applicable health and safety laws and regulations.

You conduct your business with respect and consideration for the environment and strive to minimise your environmental impact and

- comply with applicable environmental laws and regulations, including any applicable regulation including chemical regulations; and

You and your subcontractors are aware of JOTUN's Green Steps policy (<http://www.jotun.com/no/en/corporate/hse/jotun-greensteps/>) and are encouraged to support the goal of reducing VOC emissions, reducing hazardous material, reducing energy consumption, reducing carbon foot print and reducing waste.

### **Business ethics**

You conduct your business in an ethical manner. In particular, you



- refrain from corruption, extortion and bribery, and specifically ensure that payments, gifts or other commitments to customers (including JOTUN employees), government officials and any other party are in compliance with applicable anti-bribery laws;
- adhere to JOTUN anti-corruption policy (enclosed hereto);
- comply with anti-trust and other competition laws;
- disclose to JOTUN information regarding potential conflicts of interest relating to your activities as a JOTUN supplier, including disclosure of any financial interest an JOTUN employee may hold in your business;
- protect all confidential information provided by JOTUN and our respective business partners; and
- respect intellectual property of others, including JOTUN.

### **Secure and lawful business**

You conduct your business in a lawful and secure manner. In particular, you will

- implement reasonable measures for minimizing exposure of JOTUN to security threats such as terrorism, crime, pandemics and natural disasters;
- when visiting or working at JOTUN locations, abide by JOTUN's security procedures and report any security concerns to the appropriate JOTUN channels;
- give priorities to the welfare of employees by ensuring a good and acceptable working environment that is proven to be secure and safe:
- implement reasonable measures to make sure that no criminal offence, including but not limited to human trafficking, drug dealing, money laundering or tax evasion takes place in relation to the supplier contract with JOTUN;
- adhere to international trade regulations and export control regulations; and
- adhere to applicable legislation with regards to protection of personal data (GDPR within the EU)

### **Procurement by supplier**

You procure goods and services in a responsible manner. In particular, you

- select your own sub suppliers providing goods or services directly or indirectly to JOTUN only if they agree to adhere to standards comparable to those set forth in this JOTUN Supplier Integrity Declaration; and
- when working at JOTUN locations, only subcontract work with prior consent from JOTUN.

### **Inspections and corrective actions**

In order to ensure and demonstrate compliance with the JOTUN Supplier Integrity Declaration, you keep record of all relevant documentation and provide to us supporting documentation upon request. To verify your compliance, you and any subcontractors accept that JOTUN may carry out regular audits of your compliance with the United Nations Global Compact's ten principles in the areas of human rights, labour and anti-corruption as well as health, safety, environment and quality matters. These reviews and/or audits can be conducted by JOTUN or any independent third party appointed by JOTUN. You will permit JOTUN to carry out site visits at your or any subcontractor's premises and will provide any information reasonably requested in order to facilitate this process.



If the results of such an audit or inspection cause us to believe you do not comply with this JOTUN Supplier Integrity Declaration, you shall take necessary corrective actions in a timely manner. If you fail to comply with the requirements in this document, JOTUN may act against you, including suspending or terminating your activities as one of our suppliers.

**Access to remedy**

In the context of our business relationship, if you or your employees believe that the terms of this JOTUN Supplier Integrity Declaration are not adhered to, or that JOTUN is not acting in accordance with its own Business Principles and policies, then we encourage you to raise your concerns ([www.jotun.com](http://www.jotun.com)).

**Acceptance**

As a supplier to JOTUN, we expect you to have read and understood the contents and integrity requirements of this Supplier Integrity Declaration and comply with such requirements.

If you for any reason have not understood the content of this Supplier Integrity Declaration or cannot comply with said requirements, we expect you to contact JOTUN prior to making any deliveries to JOTUN.