



Minimum criteria for suppliers

At Vestre we say, we are our suppliers. The materials used and our suppliers are chosen with the explicit aims of doing business responsibly, being environmentally friendly and achieving products of a long-lasting quality. We aim to involve our suppliers and have taken the challenge to integrate tools and sub-goals regarding sustainable business throughout the value chain. To make sure we are on common ground from the start, we have developed minimum criteria for suppliers and business partners. This is important for the pre-qualifying of and the cooperation we have with our suppliers. Vestre thoroughly vets our suppliers with code of conduct and intend to work actively with the suppliers to report on some of the following: CEO to lowest paid worker ratio, tracing of materials and worker well-being. Vestre will require key suppliers to set Science Based Targets on emission reduction to achieve sustainable growth.

General minimum criteria for suppliers

Vestre seeks to achieve responsible business conduct in collaboration with partners and suppliers. We will end business relations or other forms of collaboration if some of our business partners or suppliers does not meet our expectations for responsible business conduct. We communicate with our suppliers the importance of responsible business conduct in our collaboration. All new suppliers must sign our code of conduct before orders are placed. We strive to make already contracted suppliers to also sign the Code of Conduct, at least before a new contract is in place.

Our suppliers are expected to work systematically to comply with our Code of Conduct, and be able to document how they, and potential subcontractors, work to comply with the guidelines. This may be done through follow-up meetings and/or mapping of conditions in the supply chain.

Our suppliers shall at minimum have:

- Accept and adhere to our supplier guidelines
- Given us a contact person for follow-up of our guidelines and supplier code of conduct
- A system for following up the ethical guidelines for their suppliers
- Included terms that include human rights, labour, and environmental conditions in contracts
- Transparency and honesty on challenges a supplier might face in their operations
- A system in place to manage complaints related to human rights, labour rights, the environment and corruption
- Avoid trading with partners that have activities in countries where a trade boycott is imposed by the UN and/or Norwegian Government authorities
- A routine to provide us with information we seek, some examples below:
 - o Carbon footprint
 - o Traceability of material to source
 - o Freedom of association
 - o Lowest paid to CEO (or highest paid) ratio