

CODE OF CONDUCT



1. Introduction

Gjøco AS is committed to conducting its business with a focus on high integrity, safety, and sustainability. We take responsibility for our impact on the environment, society, and our customers' operations, and we are committed to complying with applicable laws, industry standards, and ethical principles.

The local community and surrounding environment are important to us at Gjøco. Together, we contribute to creating safe frameworks and high-quality products.

This Code of Conduct outlines the principles that Gjøco and our partners must follow. Violations of these principles may lead to termination of cooperation.

2. Laws and ethics

Gjøco complies with all relevant laws and regulations, including labor laws, environmental protection, competition regulations, and tax laws. Our operations are conducted with a high ethical standard and responsibility, both internally for employees and externally towards customers, suppliers, and other stakeholders.

3. Competition issues

Gjøco does not accept practices that undermine competition, such as bribery, price collusion, or abuse of market position. We expect the same standards from our partners.

4. Gifts and benefits

Employees of Gjøco must not offer or receive gifts or other benefits that could influence professional decisions or violate laws and ethical guidelines.

5. Environment

Gjøco AS is a leading paint manufacturer in Norway, and we recognize that our operations impact the environment. Paint production involves the use of chemicals and energy, as well as the transportation of raw materials and finished products, all of which contribute to environmental strain. We are committed to minimizing our negative impact through conscious environmental policies and active measures to reduce pollution.

Gjøco aims to minimize the negative impact on both the external and internal environment. We comply with applicable environmental laws and strive to reduce our climate footprint through sustainable production methods.

Gjøco AS is Miljøfyrtårn-certified and a member of Grønt Punkt Norge. A significant portion of our interior products is eco-labeled with the Nordic Swan, which sets requirements for both health and the environment.

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6. Collaboration with business partners

Gjøco AS emphasizes responsible procurement and is committed to safeguarding aspects such as environmental protection, workers' rights, and compliance with laws and regulations. This commitment is integrated into our procurement agreements with suppliers and forms part of our ethical guidelines to ensure sound business ethics.

We expect our business partners to comply with all relevant laws and regulations in key areas such as anti-corruption, human rights, labor conditions, sustainability, business ethics, and compliance.

In accordance with the Transparency Act, we conduct due diligence assessments of our supply chains and business partners. These assessments involve examining suppliers' practices related to human rights and working conditions. The goal is to ensure that Gjøco AS collaborates only with suppliers who uphold high standards and values in line with our commitments. By conducting due diligence assessments, Gjøco takes responsibility for identifying potential risks and negative impacts on human rights and labor conditions in the supply chain. If violations or irregularities are discovered, we may take necessary measures to correct the situation or terminate the partnership.

7. Social responsibility, sustainability, and human rights

Gjøco supports fundamental human rights and sustainable development. We are committed to adhering to the Transparency Act, conducting due diligence assessments, and ensuring decent working conditions throughout the value chain.

As a local employer with strong roots in Gjemnes Municipality, Gjøco contributes to infrastructure, education, commerce, and industry. With employees from various nationalities, we reflect a diverse and inclusive work environment.

8. Working environment

Our employees are our most important resource. Gjøco systematically works to create a safe and inclusive working environment and has an internal control system based on the provisions of the Working Environment Act. We systematically follow up on both the physical and mental working environment, including in collaboration with our occupational health service. We have routines for harassment and whistleblowing and emphasize co-determination for all employees.

9. Confidentiality

Gjøco and our partners must protect all confidential information and ensure it is not shared with unauthorized parties or used in an unauthorized manner.

10. Implementation

Gjøco will ensure that all employees and partners read, understand, and commit to this Code of Conduct. Violations of these guidelines will be addressed with appropriate measures.

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11. Follow-up

Compliance with the Code of Conduct is an ongoing process. Questions about the content or reports of violations can be directed to our Managing Director: rolf@gjoco.no or office@gjoco.no.

Employees and partners must sign to confirm that they have read and understood the guidelines. High-risk suppliers will be evaluated with extra scrutiny, and we will regularly follow up with all partners to ensure compliance.

12. Conclusion

By adhering to this Code of Conduct, we contribute to Gjøco's goal of being a responsible actor that creates value for customers, society, and the environment.

Signatures: _____