

1. Introduction

Gjøco AS is committed to conducting its business with high integrity, safety, and sustainability. Our supply chain plays a crucial role in ensuring that we maintain our ethical and legal obligations. This policy outlines the principles that apply to all suppliers and partners in accordance with our Code of Conduct and the requirements of the Transparency Act.

2. Compliance with laws and ethical standards

All suppliers and partners must comply with applicable laws and regulations, including but not limited to labor law, environmental protection, competition rules, and tax legislation. Furthermore, we expect all parties to operate with high ethical standards and accountability.

3. Responsible procurement and supplier commitments

Gjøco AS is committed to responsible procurement and requires our suppliers to consider human rights, working conditions, and environmental impact in their operations.

Our suppliers shall:

- Comply with all applicable laws and regulations
- Implement measures to reduce negative environmental impact
- Safeguard workers' rights, including health, safety, and fair working conditions
- Avoid corruption, bribery, and anti-competitive practices

4. Due diligence and risk management

In accordance with the Transparency Act, Gjøco AS conducts due diligence assessments of suppliers and business partners. This includes:

- Mapping the human rights and labor practices within the supply chain
- Assessing risks of violations of human rights and labor rights
- Implementing corrective measures or terminating partnerships in the event of violations
- Ensuring that raw material production does not lead to deforestation, biodiversity loss, or destruction of natural areas

5. Sustainability and environmental considerations

Gjøco AS is Miljøfyrtårn certified and a member of Grønt Punkt Norge. Our interior products are labelled with Nordic Swan. We expect our suppliers to contribute to a more sustainable value chain through:

- Reduced emissions and energy consumption
- Environmentally friendly production methods
- Responsible waste management and recycling

6. Working conditions and human rights

We require all suppliers to respect fundamental human rights and ensure decent working conditions. This includes:

- No use of child labor or forced labor
- Fair wages and working conditions
- Safe working environments
- Non-discrimination and respect for diversity

7. Monitoring, follow-Up, and sanctions

Gjøco AS will regularly evaluate suppliers to ensure compliance with this policy. Violations may lead to corrective action requirements or termination of the partnership.

To ensure thorough follow-up with our suppliers, Gjøco AS will:

- Conduct annual risk assessments of suppliers based on their ethics, environmental practices, and working conditions
- Require documentation and certifications from suppliers to confirm compliance with this policy
- Perform regular audits and inspections of selected suppliers
- Collaborate with suppliers to develop improvement measures in case of deficiencies

8. Conclusion

By implementing this Supply Chain Policy, we strengthen our commitment to responsible business practices and sustainability throughout the value chain. We expect all our partners to share our values and standards.