

SUPPLIER CODE OF CONDUCT

Ethical Requirements for Suppliers and Business Partners

CONTRACT APPENDIX

Document owner	Managing Director
Version	2.1
Effective from	30.06.2026
Applies to	Suppliers, subcontractors and business partners
Contract status	Appendix to purchasing and cooperation agreements

Contractual basis

When this document is incorporated into an agreement with Lakkspecialisten AS, the requirements apply as contractual terms for the supplier to the extent relevant to the delivery. The supplier shall work to ensure that equivalent requirements are observed in its own supply chain. In the event of a conflict between this document and the main agreement, the main agreement shall prevail unless otherwise expressly agreed.

1. Purpose and Scope

Lakkspecialisten AS shall conduct its business in a responsible, ethical and sustainable manner. We expect our suppliers and business partners to support the same fundamental principles and comply with the relevant requirements of this Supplier Code of Conduct.

The requirements apply to the supplier's operations related to deliveries to Lakkspecialisten and, to the extent relevant, to the supplier's subcontractors and other business partners involved in the delivery.

2. Laws, Human Rights and Working Conditions

The supplier shall comply with applicable laws, regulations and requirements imposed by public authorities. Fundamental human rights and decent working conditions shall be respected.

- forced labor, human trafficking, slavery and debt bondage are not accepted
- child labor is not accepted; work performed by young workers shall be lawful and safe
- pay, working hours, overtime, holidays and other working conditions shall, as a minimum, comply with applicable legal and contractual requirements
- workers' freedom of association and right to collective bargaining shall be respected
- discrimination, harassment, bullying and improper differential treatment are not accepted

3. Health, Safety and Environment

The supplier shall provide a safe and sound working environment and work systematically to prevent personal injuries, work-related illness, accidents, fire, explosion and environmental damage.

- relevant training, competence and necessary personal protective equipment shall be in place
- hazardous conditions, serious incidents and material HSE non-conformities that may affect the delivery shall be addressed and reported
- work shall be stopped where there is an immediate and serious risk to people, the environment or property

4. Chemicals, Products and Product Safety

For deliveries involving chemicals, coatings, hazardous substances, tools or technical products, the supplier shall ensure compliance with relevant requirements for safety, labelling, storage, transport, documentation and traceability.

- safety data sheets and necessary product information shall be accurate, up to date and available where required
- known health, safety and environmental risks shall not be concealed or downplayed
- product non-conformities and safety-related defects shall be handled systematically and communicated to Lakkspesialisten without undue delay where they may affect the delivery or customers

5. Climate, Environment and Sustainability

The supplier shall work to reduce adverse climate and environmental impacts and comply with relevant environmental requirements.

- prevent emissions to air, soil and water
- reduce energy and resource consumption, waste and unnecessary disposal
- ensure responsible management of hazardous waste and promote reuse and material recycling where relevant
- work towards appropriate transport and packaging solutions
- ensure that environmental and sustainability claims are accurate, relevant and substantiated

6. Business Ethics

The supplier shall act with integrity and compete lawfully, objectively and fairly.

- bribery, corruption, facilitation payments and other improper benefits are prohibited
- gifts, meals, events and hospitality shall be of moderate value, have a legitimate business purpose and not improperly influence decisions
- actual or potential conflicts of interest that may affect the relationship with Lakkspesialisten shall be disclosed
- competition-sensitive information shall not be agreed, shared or obtained in breach of competition rules
- accounts, invoices and other documentation relating to the delivery shall be accurate, complete and auditable

7. Confidentiality, Data Protection and Information Security

Confidential information and personal data to which the supplier gains access through the business relationship shall be protected against unauthorised access, use, loss and disclosure.

- information shall only be used for legitimate purposes connected with the agreement
- access shall be restricted to persons with a need to know
- applicable data protection legislation and agreed security requirements shall be complied with
- security incidents or personal data breaches that may affect Lakkspecialisten shall be reported without undue delay

8. Responsible Supply Chain

To the extent relevant to the delivery and the associated risk, the supplier shall work to ensure that equivalent principles are observed by its own subcontractors.

- material risks relating to human rights, working conditions, HSE, the environment and business ethics shall be identified and followed up
- serious adverse conditions that may be linked to deliveries to Lakkspecialisten shall be addressed and communicated without undue delay
- the supplier shall cooperate with reasonable requests for information required by Lakkspecialisten in its work on responsible supply chains and compliance with the Norwegian Transparency Act

9. Documentation and Follow-up

Lakkspecialisten may request relevant documentation demonstrating compliance with these requirements. Follow-up shall be proportionate to the nature and risk of the delivery.

- the supplier shall respond to relevant self-assessments and information requests within a reasonable time
- Lakkspecialisten may conduct document reviews, risk assessments or agreed audits
- the supplier shall cooperate in good faith and provide accurate information

10. Non-conformities and Corrective Actions

If a breach of these requirements is identified, the supplier shall implement appropriate corrective actions without undue delay. Lakkspecialisten may request a written action plan specifying responsibilities, measures and deadlines.

Lakkspecialisten will normally seek improvement and correction before terminating the business relationship. However, serious, deliberate or repeated breaches, or failure to demonstrate willingness to correct the matter, may have contractual consequences in accordance with the main agreement, including restriction, suspension or termination of the business relationship.



11. Reporting of Concerns

Suppliers and business partners are encouraged to speak up if they become aware of serious or potential breaches of law, these requirements or fundamental ethical principles in connection with the delivery.

Reports may be made to Lakkspesialisten's contact person, the Managing Director or the whistleblowing channel specified by Lakkspesialisten. Reports shall be handled objectively and, to the extent possible, confidentially.

Whistleblowing channel: firmapost@lakkspesialisten.no

12. Acknowledgement

The supplier confirms that it has received and familiarised itself with Lakkspesialisten AS's Supplier Code of Conduct and undertakes to comply with the requirements relevant to the delivery.

The supplier shall inform relevant employees and, where appropriate, subcontractors of the requirements and cooperate with Lakkspesialisten on necessary corrective actions.

Signature / acceptance

Company _____

Organisation number _____

Name of representative _____

Position _____

Date _____

Signature _____