

# CODE OF CONDUCT FOR THE SUPPLIERS OF BG GROUP



## **Aim:**

To ensure established guide lines for selection of suppliers and that these suppliers meet the demands, stated in the Code of Conduct of BG Group.

## **Introduction:**

BG Group and its companies is operated in a responsible way. Based on this, we have drawn up a set of guide lines to our suppliers, and we expect as a minimum that all our suppliers commit to observing these guide lines. The Code of Conduct of BG Group is an integrated part of agreements that are made with our suppliers.

BG Group expects that all suppliers as a minimum commit to observing the Code of Conduct of BG Group. The management can demand that suppliers sign the Code of Conduct. This will affect suppliers from areas where the risk of lacking observance of Code of Conduct is considered high.

BG Group reserves the right to carry out inspection visits at the supplier. Control activities will mainly be aimed at suppliers where the risk of lacking observance of Code of Conduct is considered high. Lacking observance of Code of Conduct or break of agreed action plans of improvements may lead to a termination of the cooperation.

## **Working and social conditions**

### **Child labour:**

BG Group expects that the supplier observes the conventions of ILO on child labour. All children must be protected against financial exploitation and must be protected against working situations that might be considered dangerous or harmful to their health and security.

### **Discrimination:**

BG Group expects that the supplier does not discriminate against employees on the workplace based on their gender, race, religion, age, nationality, political conviction, cultural background and sexuality.

### **Force and malice:**

BG Group expects that the employees of the supplier are not exposed to physical punishment, threats of violence, sexual, physical or verbal malice or any other kind of maltreatment in work related situations. Employment, pay, training, promotions, notice of termination or other kind of work related decisions are made based on objective and relevant criteria.

### **Forced labour:**

BG Group expects that the supplier does not apply any kind of forced labour, profit from any kind of forced labour, slavery or any other kind of work that are performed against the will and wishes of any persons.

### **Working environment:**

BG Group expects that the supplier ensures proper working conditions for the employees and respects national and international laws and regulations. The supplier must take precautions against industrial accidents and injuries to the employees. The supplier is to ensure this through training, safety organizations and application of proper tools for each task. The employees must be protected from harmful processes that involve chemicals, substances, etc.

### **Pay and working hours:**

BG Group expects the supplier to ensure that the working hours comply with national legislation. A working week should not exceed 48 hours including overtime, except in extreme cases. Employees should have at least one day off for each 7-day working week. Pay, overtime payment and other benefits must as a minimum comply with national laws and regulations. Overtime must be voluntarily. The supplier has no right to make wage deductions contrary to national laws and guidelines.

### **Liberty of associations:**

BG Group expects that the supplier will allow the employees to join associations of their own choice to protect their employment according to national laws and regulations. The supplier must respect the wishes of the employees to organize and make agreements.

### **Environment:**

BG Group expects that the supplier knows and observes national and international laws on environment. The supplier must work actively to preserve the environment in connection with leak of air, water and soil and will try to streamline the use of resources. The supplier will comply with current directives for REACH and RoHS.

### **Business ethics:**

BG Group expects that the supplier does not offer or accept bribery or any other illegal incentives to obtain an unlawful competitive advantage.

BG Group expects that the management of the supplier implements the Code of Conduct in their company and ensures that the above will be forwarded to the chain of suppliers and sub suppliers. Documentation must be forwarded on request from BG Group.

The undersigned supplier hereby accepts the obligations of the Code of Conduct.

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Company name and responsible person