



Code of Conduct for suppliers



Bergans Fritid AS guidelines and requirements for a sustainable, responsible and fair supply chain

Version 2.0 – 01.07.2018

Bergans Fritid AS – Code of Conduct for Suppliers

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I – Introduction

Bergans Fritid AS (hereby Bergans) has been driven by dedicated and passionate outdoor enthusiasts for over a century. Together with our suppliers we make high-performance outdoor equipment and innovative technical garments, manufactured in a responsible manner. Bergans is a value driven company. Responsible is one of our core values, and we are committed to be socially and environmentally responsible throughout our entire value chain. This we want to do in close cooperation and dialogue with our business partners. Our business depends on nature, and therefore we work hard to protect and preserve it, both for present and future generations.

Relationship based on mutual respect

The Bergans Code of Conduct is a mandatory and non-negotiable requirement that all our suppliers, including sub-suppliers and business partners, must follow. The successful implementation of the Code of Conduct depends on co-operation, dialogue, mutual trust and respect between the supplier and Bergans. Bergans is committed to cooperate with our suppliers creating continuously improvements and will not terminate any business relationship unless we experience repeated unwillingness to comply with the Code of Conduct. We expect that both parties shall communicate in a good and constructive manner throughout the process. Bergans strongly believe that we can do good business while being a good business. An important key to our success is building strong and long-term relationships with our suppliers that share our vision and ambitions.

The Code of Conduct is based on international conventions and declarations

Based on our commitment, we have set up the Bergans Code of Conduct to make our position and expectations clear for all our suppliers, and for our own staff. Our Code of Conduct covers fundamental human rights, labour rights, ethical and environmental requirements and anti-corruption. It is based on, and reflects our commitment to respect and promote, internationally agreed standards. This includes the International Bill of Human Rights, the eight core conventions defined in the ILO Declaration on Fundamental Principles of Rights at Work (1998) and the Rio Declaration on Environment and Development (1992).

Bergans is a member of the Ethical Trading Initiative in Norway (IEH), where we openly report on our work and ambitions on ethical trading.

The principle aim of our Code of Conduct is to help improve the environmental and social & working conditions of our suppliers and have a positive influence on respect for Human & Labour Rights and environmental protection in our entire supply chain. Suppliers are responsible for communicating the content of the Bergans Code of Conduct to their own employees and to sub-suppliers.

Legal compliance and Bergans requirements

The supplier shall always comply with the most demanding requirements whether they are relevant applicable laws or Bergans specific requirements. Should Bergans requirements contradict national laws or regulations, the law shall always be complied with and prevail. In such cases, the supplier shall immediately inform Bergans.

Legal compliance regarding products

Any product produced for Bergans shall always follow all directives, regulations laws and standards. Therefore, we expect all suppliers to be well informed on the legal requirements for Europe when trading with Bergans. Compliance with all harmonized EU legislation such as REACH and the Product Safety Directive together with product specific directives/regulations are regarded as an inevitable part of knowledge when supplying goods to Bergans.

Quality assurance & control

We expect all suppliers to have an implemented quality management system in all parts of their production. These shall be written down and available upon request at all times.

Good Practice

Corruption in any form is unacceptable. Neither Bergans nor any of its employees shall ever offer or accept illegal or unlawful monetary gifts or other forms of remuneration in order to secure business-related or private benefit, or benefit for customers, agents, suppliers or business partners.

Favouring of producers and producing countries

Bergans shall, when choosing suppliers or placing new orders, in addition to other competition aspects, consider environmental and social & working standards. Compliance with these standards and demonstrated will to improve these aspects of the operations, is considered as a competitive advantage and will be taken into consideration when choosing suppliers and vendors.

Factory approval

Suppliers must register all factories / manufacturing units intended for Bergans production. No orders can be placed unless the factory has been assessed and accepted for our production. Unauthorized sub-contracting (outsourcing) is a severe breach of our Code of Conduct. Details of all factories, including second and third tier, shall be provided upon request.

Boycott of individual countries

Bergans and its suppliers shall avoid sourcing from partners operating in countries subjected to international boycott by the United Nations and/or by Norwegian authorities.

Continuous evaluation and improvement of Bergans policies and practices

Bergans shall continuously evaluate and, if applicable, improve our own policy and purchasing practices to facilitate suppliers and subcontractor's compliance with this Code of Conduct. We will do this in dialogue with our suppliers and other stakeholders.

Supplier is any party we have contracted with and who is responsible for a product, process or service supplied to Bergans.

Sub-supplier is a business entity in the supply chain directly or indirectly providing the supplier with goods and / or services integral to and utilized in / for the production of the supplier's goods and/or services.

Subcontracting is outsourcing the production of any Bergans goods to a party outside the supplier.

II – Code of Conduct

1. Freely chosen employment

(ILO Conventions No. 29 and 105)

1.1 There shall be no forced, bonded (including debt bondage) or involuntary prison labour, slavery or trafficking of people in any form.

1.2 All work shall be voluntary. No workers shall be kept in employment against their will and all workers must be free to leave work or terminate their employment, after reasonable notice, without reprisal.

1.3 Workers shall be free to vacate the workplace premises at the end of a regular workday.

1.4 Workers shall not be required to leave deposits, identification papers or the original copy of their work permit to the employer.

2. Freedom of association and the Right to collective bargaining

(ILO Conventions No. 87, 98, 135 and 154)

2.1 Workers, without distinction, shall have the right to join or form trade unions of their own choosing and to bargain collectively. The employer shall not interfere with, or obstruct, the formation of unions or collective bargaining.

2.2 There shall be no discrimination, threats, intimidation or harassment of workers representatives. The worker representatives shall have access to carry out their representative functions in the workplace without any obstruction.

2.3 Where the right to freedom of association and collective bargaining is restricted by law, the employer shall facilitate, and not hinder, the development of alternative means for independent and free worker representation and bargaining.

2.4 The employer shall make sure that a worker representative, preferably a union representative, is elected to establish communication with management on matters relating to ethical guidelines. The identity and contact details of the representative can be requested by Bergans.

3. No child labour

(UN Convention on the Rights of the Child, ILO Conventions Nos. 138, 182 and 79, and ILO Recommendation No. 146)

3.1 The minimum age for workers shall not be less than 15 years, and comply with (i) the national minimum age for employment or (ii) the age for completion of compulsory education, whichever of these is the higher. Exceptions may be considered where ILO Convention No 138 is applicable.

3.2 The supplier has a proof of age documentation for all workers, such as a certified copy of an official document indicating the worker's date of birth.

3.3 New recruitment of child labour in contrary to the above-mentioned minimum age is unacceptable.

3.4 The supplier has a documented routine to prevent child labour which is continuously implemented. This includes a routine to prevent child labour at sub-suppliers.

3.5 The supplier has a documented routine in place to ensure that child labour identified at the supplier will be acted upon immediately. The actions taken must be in the best interest of the child. The response routine describes all actions taken to remove the child from his or her position, and to arrange for more viable and sustainable alternatives for the child's development. Supporting measures should be provided where children are given the opportunity for education until they are no longer of compulsory school age

3.6 Young workers, i.e. persons under 18 years, but above the minimum working age, can be given the opportunity to participate in education and training programs. No person under the age of 18 shall be engaged in labour that is hazardous to their health or safety, including night work, or that is damaging to their education.

4. Wages and benefits

(ILO Convention No. 131)

4.1 Wages and benefits paid for a standard working week shall meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. Wages should always be enough to meet basic needs, including some discretionary income.

4.2 Working hours, wages and overtime wages shall be set in accordance with relevant law.

4.3 All workers shall be provided with a written, signed and comprehensible contract outlining their wage conditions and method of payments before entering employment.

4.4 Holiday pay, sickness allowance, maternity leave compensation, as well as other compensated absences or fringe benefits established by law, shall be covered by the manufacturer pursuant to the particular country's laws and regulations.

4.5 Wages shall be paid directly to the worker in cash payments or by bank transfer, in a timely fashion and in full. Workers must sign for payments received in cash.

4.6 At each payment workers shall be provided with understandable information for concerned pay period in writing, including but not limited to: number of working days, wage/piece rate calculation, overtime hours and overtime pay, bonuses.

4.7 The piece rate shall be calculated so that those producing the lowest amount always receive at least minimum wage within regular working hours.

4.8 Deductions from wages as a disciplinary measure shall not be permitted.

5. No Excessive working hours

(ILO Convention No. 1 and 14)

5.1 Working hours shall comply with national laws and benchmark industry standards, whichever affords greater protection. Working hours shall not exceed regulations in International conventions. It is recommended that working hours do not exceed 48 hours per week (8 hours per day).

5.2 Workers shall be provided with at least one day off for every 7-day period.

5.3 All overtime shall be limited and voluntary. Overtime shall be used responsibly, taking into

account the extent, frequency and hours worked by individual workers and the workforce as a whole. It shall not be used to replace regular employment.

5.4 Recommended maximum overtime is 12 hours per week. i.e. that the total working week including overtime shall not exceed 60 hours. Exceptions to this may be accepted when regulated by a collective bargaining agreement that is negotiated with an organisation representing the majority of the workers. Appropriate safeguards are taken to protect the workers' health and safety.

5.5 Workers shall always receive overtime pay for all hours worked over and above the normal working hours (see 8.1 above). As a minimum, overtime shall be compensated in accordance with relevant national legislation.

5.6 Workers should be given their stipulated maternity and/or parental leave in case of pregnancy

6. Providing regular employment

(ILO conventions Nos. 95, 158, 175, 177 181)

6.1 Obligations to employees under international conventions and social security laws, and regulations arising from the regular employment relationship, shall not be avoided through the use of short term contracting (such as contract labour, casual labour or day labour), sub-contractors or other labour relationships.

6.2 All workers are entitled to a contract of employment that shall be written in a language they understand.

6.3 The duration and content of apprenticeship programmes shall be clearly defined.

7. No discrimination

(ILO Conventions Nos. 100 and 111 and the UN Convention on Discrimination Against Women)

7.1 There shall be no discrimination at the work place in hiring, compensation, access to training, promotion, termination or retirement, based on ethnic background, skin colour, caste, nationality, religion, age, health related issues, disability, gender, marital status, sexual orientation, union membership, political affiliation, or any other condition that could give rise to discrimination.

7.2 A policy and adequate routines, including preventive and corrective actions, are implemented to protect workers from sexually intrusive, threatening, insulting or exploitative behaviour, and from discrimination or termination of employment on unjustifiable grounds, e.g. marriage, pregnancy, parenthood or health status.

7.3 A record of all terminated contracts should be kept. The reason for termination of contract should be clearly stated in the records.

7.4 All workers have equal rights and social benefits, unless legal restrictions apply.

8. No Harsh or inhumane treatment

(UN convention on civil and political rights, art. 7)

8.1 All employees shall be treated with respect and dignity. Physical abuse or punishment, harsh or inhumane treatment, sexual or other harassment, verbal or mental abuse of workers, including the threats of such treatment, as well as other forms of intimidation, is strictly prohibited. Policies and

routines, including preventive and corrective actions, in support of these requirements must be clearly defined and communicated to all workers.

8.2 Workers, including workers at sub-suppliers, have the right to appeal against reprimands / disciplinary actions / dismissal. These appeals must be recorded.

9. Safe and hygienic working conditions

(ILO Convention No. 155 and ILO Recommendation No. 164)

9.1 The working environment must be safe and hygienic, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken, such as a workplace risk assessment, to prevent accidents and injury to health arising out of, associated with, or occurring in, the course of work, by minimising the causes of hazards inherent in the working environment. A routine for reporting, analysing, following up and acting on incidents and accidents must be implemented.

9.2 Working conditions shall at a minimum comply with national occupational health and safety regulations, and with international standards where domestic regulation is insufficient or unspecified.

9.3 Responsibility for health and safety shall be assigned to a management representative. Active cooperation between management and workers, and/or their representatives, is essential to develop and implement systems for ensuring a safe and healthy work environment. This may be achieved through the establishment of Occupational Health and Safety Committees.

9.4 Workers shall receive regular, relevant and documented health and safety training in a language they understand, and such training shall be repeated for new or reassigned workers.

9.5 Machines shall have appropriate and functional safety devices which shall be maintained on a regular basis. Safety instructions relevant to the machinery shall be available in an understandable language.

9.6 Workers shall be equipped with appropriate personal safety equipment (PPE) free of charge. Training shall be provided on proper use of such equipment. Areas where PPE is needed are clearly marked.

9.7 Risk areas and potential hazards are clearly marked by warning signs in appropriate languages with pictograms if possible.

9.8 There shall be access to clean toilet facilities in sufficient number and to potable water. If appropriate, sanitary facilities for food storage shall be provided. Break areas (such as a canteen) must be located separately from the production area and be clean and in a good condition.

9.9 In each factory location there must be sufficient first aid equipment, clearly marked and available for all workers. An adequate number of first aid trained persons are present during working hours. There shall be routines for handling serious injuries requiring outside medical attention.

9.10 Hazardous chemicals and other substances shall be carefully managed. Requirements related to use and handling of chemicals in production is elaborated in the Restricted Substances List (RSL)

9.11 There shall be proper ventilation, windows, fans, air conditioning and /or heating in at workplaces, so that circulation, ventilation, temperature and moisture requirements are met.

9.12 The factory shall ensure that the noise level is acceptable. The lighting must be sufficient to ensure a safe working environment.

9.13 Accommodation, where provided, shall be clean, safe and adequately ventilated, and shall have access to clean toilet facilities and potable water.

9.14 Suppliers shall secure protective measures to ensure the safety and health of pregnant workers and new mothers. This includes temporary reassignments away from work stations and work environments that may pose a risk to the health of pregnant woman and their unborn children. This may also include temporary adjustments of working hours.

Factories shall provide new mothers with breast-feeding breaks and facilities. We recommend that factories with female workers arrange day care for children below school age.

10. Building and fire safety

10.1 The factory must be able to display, with relevant permits, that production buildings and installations in such buildings are of appropriate standard for how they are being utilized.

10.2 There must be a management system in place to ensure that operational loads do not at any time exceed the factory floor loading limits.

10.3 There shall be a fire alarm system in place. Fire drills and testing of emergency systems shall be conducted on a regular basis.

10.4 Firefighting equipment shall be maintained in sufficient number and in proper working order. It shall be easily visible and accessible to all workers.

10.5 Buildings shall be provided with a means of egress system for all occupants to safely evacuate, that includes (but is not limited to) a sufficient number of clearly marked, unlocked and unblocked exits, and safe and unobstructed exit pathways leading out of the premises. Evacuation plans shall be in place and shall be posted at the entrance to each exit stair.

10.6 Electrical systems, equipment, panels, outlets and wiring must be installed by a certified electrician, and must be properly placed, grounded and documented. All electrical features must be maintained in good working order and must be inspected on a regular basis.

10.7 The supplier must have a building maintenance system, especially to prevent leakage through roof, walls and windows during rainfall. This is also to prevent the growth of mold.

10.8 These requirements are also applicable to dormitories and housing where provided in a direct or indirect manner to workers and employees. For more on housing conditions, we refer to the ILO Factsheet No. 6 on workers housing.

11. Consideration for marginalized populations

(UN Convention on Civil and Political Rights, art. 1 and 2.)

11.1 Production and extraction of raw materials for production shall not contribute to the destruction of the resources and income base for marginalized populations, for example by claiming large land areas, recklessly use of water or other natural resources on which these populations depend.

12. Environmental requirements

12.1 All suppliers and manufacturers shall respect national and international environmental legislation and regulations.

12.2 Suppliers shall use management systems to ensure continual improvement and compliance with environmentally beneficial policies and practices and encourage sub-suppliers to implement and adhere to the same standards. Current environmental impacts from production and operations must be evaluated by the supplier. An annual environmental performance report must be made available to Bergans.

12.3 Practical plans to reduce environmental impact (energy, water, emissions and waste) must be documented and reviewed periodically. The plans include measurable goals, responsibilities, concrete actions and timeframes. Corresponding results from the planned actions are documented

12.4 Environmental measures shall be taken into consideration throughout the production and distribution chain ranging from the production of raw material to the consumer sale. Local, regional and global environmental aspects shall be considered. The local environment at the production site shall not be exploited or degraded by pollution.

12.5 All applicable laws and regulations relating to emissions to air must be complied with and, if required, the necessary permits and test reports must be obtained.

12.6 Waste water must be properly treated on site by the supplier or discharged to an authorised external waste water treatment facility. Relevant discharge permits shall be obtained where required.

Effluent treatment plants (ETPs) must be properly operated and maintained and be appropriate for the type and volume of effluents generated from the operations. The staffs operating the ETP must have the appropriate competence. The ETP can be accessed if required by Bergans.

12.7 A list of hazardous and non-hazardous waste must be established and maintained in order to monitor the type and quantity that is generated. Waste must be stored, handled and transported in a way that prevents contamination of air, ground and water, prevents risks of ignition/explosion and ensures worker health and safety.

Waste must be sorted and sent for recycling to the extent that local conditions and infrastructure allows. Contractors for transport, storage and final disposal of waste are licensed according to applicable legislation. Hazardous waste cannot be land-filled or incinerated on site.

12.8 Ground contamination must be immediately acted upon. Possible risks of ground contamination due to current and previous activities on the site must be investigated and assessed.

Any contamination identified is reported to the relevant authority and dealt with according to directives from the authority. The supplier must keep Bergans informed about the progress and outcome of the issue.

13. Chemical management

13.1 All Bergans suppliers supplying good involving chemical usage, must read, understand and sign our Restricted Substances List (RSL). The list is supplied by bluesign®, and updated every year. This is to ensure compliance with existing international regulations (REACH).

13.2 A list of all chemicals including the valid Material safety Data Sheet (MSDS) used in the production, operations or services must be established, maintained and continuously updated.

The list must include the name of the chemical product, the purpose/area of use and a reference to MSDS. The MSDS must be in a language understood by workers. A chemical inventory (MSDS) in English for any Bergans product must be available upon request.

13.3 Workers handling chemicals must have the right competence and, before starting work they must be adequately trained in purchasing, handling, using and storing chemicals. Workers shall be equipped with appropriate personal safety equipment (PPE) free of charge. Training shall be provided on proper use of such equipment.

13.4 Chemicals must be labelled, stored, handled and transported in a way that prevents emissions to air, ground and water and risks of ignition/explosion, and that protects the health and safety of Workers. Applicable information regarding the risks and safe handling of chemical compounds and substances is displayed at storage areas and in operations areas where the chemical is used.

Chemical storage facilities have a floor with a hard surface which does not absorb the chemical. If a separate containment of liquid chemicals is needed it can hold the volume of the largest barrel/tank. All above/underground tanks containing hazardous liquids are monitored to prevent contamination or allow for early detection of leakages.

14. Ethical conduct in the care and use of animals

In addition to ethical and environmental guidelines, we are also aware of our responsibility for the welfare of animals when we use materials made from these animals. Animals shall be treated according to regulations and humanely, and materials derived from animals shall be a by-product of food production.

14.1 We insist that all down included in our products must be by-products of the food industry and plucked only from dead geese. We do not in any circumstances tolerate “live-plucking” of down. Every batch of down are to be quality tested and documented by IDFL (International Down & Feather Laboratory) before production. Bergans only accepts certified virgin down.

14.2 Bergans does not accept mulesing, a procedure performed on Merino sheep in order to prevent fly strike. Bergans does not accept clips as an alternative to mulesing.

14.3 No fur is to be used in the production of goods supplied to Bergans.

14.4 Leather products ought to be manufactured using only the skins of utility animals such as pigs, sheep and cows, where the animals having been originally slaughtered for the meat market.

14.5 Bergans shall not purchase leather, skins or animal fibres from areas known for bad farming practices or for transporting animals under inhumane conditions. The use of unethical and inhumane production processes is not in accordance with our animal welfare policy.

14.6 Bergans is against animal testing and encourages all business partners to follow our policy on this matter.

15. Protection of Bergans confidential and proprietary rights and intellectual property

15.1 Any confidential and proprietary information and intellectual property (including drawings and patterns, trade-marks, and other confidential unregistered know-how) provided by Bergans to the supplier shall remain the property of Bergans and the supplier shall all times be kept confidential and

not be disclosed to any competitors or other third parties unless specifically authorised by Bergans in writing in advance. The supplier shall ensure that the information is stored and protected in a prudent manner and that copies cannot be taken without consent.

15.2 Confidential and proprietary information and intellectual property rights shall only be used as agreed in writing with Bergans and in accordance with the intended purpose.

15.3 Upon termination of the agreement between Bergans or upon Bergans request the supplier shall return all confidential and proprietary information and intellectual property rights to Bergans and any confidential information that has been stored electronically with the supplier shall be deleted.

15.4 The supplier shall ensure that it will only disclose Bergans' confidential and proprietary information and intellectual property rights to those employees who need the information to provide the services agreed with Bergans.

15.5 The supplier shall ensure that all its employees who shall handle confidential and proprietary information and proprietary rights of Bergans handle such information as confidential information.

15.6 All observations, discussions and written information received from the supplier are to be treated confidentially by Bergans, its employees and any third-party organisations appointed by Bergans, unless otherwise agreed upon.

16. Anti-corruption

16.1 Corruption in any form is not accepted, including bribery, extortion, kickbacks and improper private or professional benefits to customers, agents, sub-suppliers or employees of any such party or government officials.

III – Management system

The supplier shall take positive actions to implement the requirements of this Code of Conduct, to incorporate the conduct into all its operations, and to make the standard an integral part of its overall philosophy.

Suppliers shall assign responsibility for all matters pertaining to this Code of Conduct to a manager within its organisation. Top management of the supplier shall periodically review the operation of the requirements of this standard. Suppliers accepts responsibility for observing the requirements of this Code of Conduct with respect to all employees and workers under its control and supervision and agrees to:

- assign responsibility for implementing this standard at each place that it owns or controls to an employee.
- ensure that employees and workers are aware of the standard by communicating its contents in a language understood by them.
- refrain from disciplining, dismissing or otherwise discriminating against any employee for providing information concerning observance of this standard

The supplier shall have an effective management system for handling complaints to human rights, workers' rights, environmental issues and corruption. The supplier shall ensure that both workers and external partners, such as local communities and civil society organisations, are able to submit complaints.

Bergans expect our suppliers to communicate this Code of Conduct, or a conduct equally extensive, to their sub-suppliers. The supplier will make the observance of this Code of Conduct a condition of all agreements that it enters into with sub-suppliers. These agreements shall oblige the sub-suppliers to conform to all requirements of this standard and participate in the supplier's monitoring activities as requested.

Regarding the use of agents, or several factories or suppliers that have sub-suppliers, all links shall be traceable concerning manufacturing location with respect to the manufactured goods delivered to Bergans. Any sub-supplier or sub-contractor shall be agreed upon by Bergans prior to any production.

IV – Monitoring and auditing

The requirements of our Code of Conduct are non-negotiable and shall be complied with by our suppliers, and their sub-suppliers, through all their activities. The supplier shall be able to document their efforts to secure compliance with the Code of Conduct, and those of their sub-suppliers, at the request of Bergans.

Such documentation may take the form of follow-up meetings, inspections or other means of mapping the working and environmental conditions at production sites. We reserve the right to monitor the compliance of this Code of Conduct by systematic, unannounced or announced inspections, conducted by Bergans personnel or independent auditors. The supplier shall be obliged to provide the name and contact information for any sub-supplier that Bergans requests to map compliance with the requirements.

V – Corrective action and non-compliance

Bergans Code of Conduct sets the standard expected to be met by all our suppliers and partners during operation and manufacturing. We are fully aware that all expectations can't be met immediately, but these as well as non-compliances are to be settled by corrective actions by the supplier.

In the event of a breach of the Code of Conduct, Bergans and the supplier will jointly prepare a contingency plan for remedying the breach. Remediation shall take place within a reasonable period of time, as mutually agreed upon between the supplier and Bergans. The business relationship will only be terminated if the supplier shows unwillingness to remedy the breach following repeated enquiries.

VI – Compliance commitment

- We hereby confirm that we have received, read and fully understood the Bergans Code of Conduct.
- We confirm that we have full knowledge of all relevant laws in the countries where we are operating.
- We confirm that the requirements in the Bergans Code of Conduct are not in any way contradictory to the national law.
- We commit to comply with the Bergans Code of Conduct and to take the responsibility to inform all our employees and our sub-suppliers on the content of the Code of Conduct and to make sure that they comply accordingly.
- We accept Bergans right to make unannounced inspections at our factories and sub-suppliers at any time, and that this right can be carried out by any independent third party that has been appointed by Bergans.
- We guarantee that no production of goods for Bergans will take place at any other location than those Bergans has been informed of. We will, without delay, supply Bergans with detailed information on the location of all production facilities used for production of goods for Bergans.
- We commit to the responsibility of keeping ourselves informed on the content of the Bergans Code of Conduct and accept that Bergans reserves the right to amend or modify the Code at any time.
- We hereby commit to immediately report all incidences and violations / breaches of the Bergans Code of Conduct to compliance@bergans.no Any other inquiries shall also be reported to this point of contact.

Date

Supplier name

Name

Signature

Company Stamp

This commitment should be signed and returned to Bergans latest by August 2018.

Please return signed document to Bergans office.