

# Bergans of Norway

## Policy for Sustainable Business Practices

### Introduction

Bergans of Norway has been run by dedicated and passionate outdoor enthusiasts for over 100 years. We depend on both people and nature. We need natural resources to create our products and people to design, produce and distribute them. Our business model is to produce and sell products that are to be used outdoors by people who love nature. Therefore, we need to preserve nature for both today's and future generations. and care for the people affected by our business.

Bergans strives to have a sustainable business practice that respects people, society and the environment. This policy document, including our Code of Conduct for Suppliers, forms the basis for the sustainability work in our value chain.

Bergans considers sustainable business practice as a prerequisite for sustainable development, meaning that today's generations can meet their needs without compromising the needs of future generations. Bergans' vision is to "lead and inspire towards a sustainable future". Therefor Bergans works actively with the UN Sustainable Development Goals – the world's joint action plan for sustainable development. We view them as a good tool, and it helps us to implement our sustainability work into a wider context. In particular we see SDG number 8 (decent work and economic growth), 12 (responsible consumption and production), 13 (climate action) and 17 (partnership for the goals) as essential to our work.

As a member of Ethical Trade Norway, Bergans is committed to work actively with due diligence for sustainable business practices. Due diligence is a risk-based approach to respecting and safeguarding people, animals, society and the environment in our own operations and throughout the supply chain. We expect our suppliers and partners to follow the same approach.

### Requirements for our business

Bergans recognizes that our business practices can have a potentially negative impact on people, society and the environment. At the same time, we see our potential to contribute to positive development in the supply chain. Based on this, we have prepared the following principles and requirements for our own business:

#### Due diligence reviews

Bergans will conduct due diligence for sustainable business practices. That is: make our own risk mapping of negative impact on people, society and the environment, and stop, prevent and reduce such impact. The measures are monitored, evaluated and communicated to those

affected. Where our activities cause or contribute to a negative impact on people, society or the environment, we shall stop this activity and we will seek to remediate the damage. Where the supplier is responsible for the negative impact / damage, the supplier is also responsible for remediation.

### **Responsible purchasing practices**

Bergans considers responsible purchasing practices as one of our most important tools in the work for sustainable business practices. Bergans aims to adapt our purchasing practices to strengthen, and not undermine, the ability of suppliers to deliver on the requirements we set to ensure good conditions for people, society and the environment. We will strive for long-term supplier relationships with suppliers that show particular willingness and ability to work with positive development in the supply chain.

### **Free trade union organization and worker representation**

Bergans supports the right to free trade union organization and other forms of democratically elected worker representation. We will involve worker representatives and other relevant stakeholders in our work on sustainable business practices.

### **Supplier development and partnership**

In dialogue with suppliers, we will, if necessary, consider contributing with relevant competence enhancement or resources that enable our suppliers to live up to Bergans' requirements on conditions in the supply chain. In this way, we lay the foundations for good collaboration with suppliers that show particular willingness and ability to work with positive development for people, society and the environment in the supply chain.

### **Anti-corruption**

Bergans, including all employees, shall never offer or receive illegal or unlawful donations or other remuneration in order to obtain business or private benefits for our own part or for benefits for customers, agents or suppliers. This is stated in Bergans' Ethical Guidelines for Employees (Staff manual).

### **Countries under trade boycott**

Bergans, including our suppliers and partners, shall avoid trading partners that have activities in countries that are subject to trade boycott by the UN and / or the Norwegian authorities.

### **Requirements for conditions in the supply chain**

We expect our suppliers and partners to work systematically and purposeful to comply with our code of conduct, including principles of sustainable business practices that cover basic human rights, labour rights, anti-corruption, animal welfare and environmental requirements.

Our suppliers must:

- Follow our [Code of Conduct for suppliers](#), including principles for sustainable business practices.

- Work actively with due diligence, that is: do their own risk mapping for negative impacts on people, society and the environment, and stop, prevent and reduce such impacts. The measures must be monitored, evaluated and communicated to those affected. Where the supplier is responsible for the negative impact / damage, the supplier is also responsible for remediation.
- Demonstrate willingness and ability for continuous improvement for people, society and the environment through collaboration.
- At Bergans' request, they must be able to document how they, and possibly their subcontractors, work to comply with the requirements.

If, after repeated inquiries, the supplier does not show the will or ability to comply with our Code of Conduct, contract cancellation may occur.

*Approved by the Board of Directors at Bergans of Norway 31.01.2020*

Appendix: Bergans Code of Conduct for suppliers