Bocvera Quetzal AS

Trondheim, Norway

Supplier Code of Conduct

Prepared By	Approved By	Date
AS	**MAM**	**01.10.2023**
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Introduction: Bocvera Quetzal AS expects compliance with our Code of Conduct for suppliers. Suppliers are required to comply with all applicable laws and regulations and make sure that all sub-suppliers comply with our Code of Conduct.

Labor: Suppliers must assure the human rights of employees, anti-human trafficking, child labor avoidance, working hours, wages and benefits, humane treatment, non-discrimination. Health and safety conditions in accordance with ISO 45001 or equivalent. Suppliers shall ensure fair and equal treatment of all employees. Suppliers shall not discriminate on the grounds of criteria such as race, color, religion, gender, age, physical disability, marital status, sexual orientation, political affiliation, union membership or maternity.

Environment: We expect from our suppliers to be responsible for the sourcing and use of natural resources. As far as possible, suppliers must prevent and constantly endeavor to limit any harmful environmental consequences deriving from their activities. Environmental Management System (EMS) in place to comply with ISO 14001 or equivalent. Bocvera Quetzal AS commits to keeping waste to an absolute minimum by preventing, reusing, recycling, or recovering waste wherever possible. We will ensure waste is sorted, stored, and disposed of properly and in a sustainable manner in all our locations.

Ethics: All Suppliers must comply with the principles of the UN Universal Declaration of Human Rights and the ILO's Declaration of Fundamental Principles and Rights at Work and OECD Anti-Bribery Convention. Areas include business integrity, zero tolerance for bribery and corruption, disclosure of information, intellectual property, fair business, advertising and competition, international trade, privacy, and risk assessment and management.

Corruption: Anti-Corruption Policy. This policy aims to ensure compliance by all employees of Bocvera and its suppliers and affiliates worldwide. This Policy covers the following: Bribes, kickbacks, or other corrupt payments, facilitation payments, and relationships with third parties.

Animal welfare: All regulations and rules must be followed according to international and local laws. We are committed to achieving high standards of animal welfare. Our suppliers must respect animal welfare and work progressively. Bocvera Quetzal does not accept any harm or cruelty to animals during production, and products not tested on animals. Supplier shall ensure that materials derived from animals are from animals that are treated according to the animal welfare laws and international recommendations.

References: ILO Code of Practice in Safety and Health, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, United Nations Global Compact.

Date, stamp, and signature of supplier: _____