



BUSINESS PRINCIPLES

TRANSPARENCY ACT AND CODE OF CONDUCT

The Norwegian Transparency Act was taken into use on July 1st, 2022, and the law states that companies have a duty to:

- Carry out human rights due diligence in its own business and supply chain
- Publicly account for its procedures and identified risks connected to the preservation of human rights
- Provide information upon request from the general public

Europress Group has established a process for managing requests and questions regarding the handling of the human rights impacts across the organization and its supply chain, which can be submitted to Europress Group Oy by sending an email to europress@europress.fi

BUSINESS PRINCIPLES

Suppliers shall abide by all the applicable laws and regulations in all locations where they conduct business

HUMAN RIGHTS

Suppliers shall support and respect human rights in accordance with the International Bill of Human Rights

ENVIRONMENT

Suppliers shall seek to ameliorate environmental challenges and support initiatives to promote environmental responsibility.

LABOUR RIGHTS

Suppliers shall promote Labour Rights according to both local and national standards connected to subjects as Safety, Health, Working Hours, Equality and Non-Discrimination.





BUSINESS PRINCIPLES

Europress' suppliers shall act in accordance with all the relevant laws and regulations in all locations where they conduct business. Additionally, suppliers are also expected to follow the highest standards of business ethics.

ANTI-COPPRUPTION, ANTI-BRIBERY AND ANTI-MONEY LAUNDERING

Europress expects the highest standards of integrity from our suppliers in all interactions of business. Bribery, extortion or corruption in any form is forbidden. This includes immoral transactions to or from employees or other organizations. Suppliers are expected to apply protective initiatives to ensure that no part of their activities are connected to the money laundering process. All applicable laws regarding export control and restrictions imposed by the EU or the UN shall be respected and adhered to.

HUMAN RIGHTS

Suppliers shall respect human rights as expressed in e.g. the International Bill of Human Rights and other internationally validated human rights declarations and be able to guarantee that they are not involved in any form of violation of such rights.

Suppliers shall

- 1. Recognize their human rights impacts,
- 2. initiate mitigating steps when necessary and
- 3. provide rectifying actions in the occurence of human rights violations.





ENVIRONMENT

Europress suppliers shall seek to ameliorate environmental challenges and initiate actions to encourage greater environmental responsibility. Suppliers are encouraged to identify their ecological footprint and are expected to strive to reduce the climate impact of their activities whenever possible. Suppliers are also expected to focus on efficient use of materials and circular economy by prolonging the lifespan of their products.

LABOUR RIGHTS

FREEDOM OF ASSOCIATION

Employees' freedom of association and their right to freely elect their representatives shall be respected and recognized.

HEALTH AND SAFETY

Suppliers shall ensure that their employees operate in a safe and healthy work-environment in accordance with all applicable laws and regulations. Suppliers shall also make sure that relevant health and safety regulations are provided to their employees and sub-suppliers, in addition to relevant training and safety equipment.





LABOUR RIGHTS

NON-DISCRIMINATION

All employees shall be treated with respect and dignity. Any form of discrimination and partiality is prohibited. This includes discrimination related to ethnicity, gender, religion, sexual orientation, pregnancy, etc.

WAGES AND WORKING HOURS

Suppliers shall guarantee that all employees are given written employment contracts that straightforwardly portray the conditions of their employment. Salary terms and working hours shall be fair and in accordance with national requirements.