



To our business partners

Code of Conduct

BackeGruppen is a long-established and trusted company within the construction industry in Norway, with the fundamental values of great skills and honesty. We are committed to put up high quality buildings that will make an imprint in Norwegian towns and villages for decades to come. We want professional business conditions that provide security for our employees, the development of new skilled workers, and an open corporate culture. We shall never allow our values to be overridden by financial considerations.

We shall apply high ethical standards in all our business activities and to all procurements. We do not accept human rights being breached, slavery, child labour, unacceptable impacts on the environment, discrimination, corruption, price-fixing or unacceptable social conditions either in our own company or at any level of our subcontractors. We wish to work with reliable business partners who share our values and run their business in accordance with these guidelines.

HUMAN DIGNITY

All who work with our companies shall experience high levels of safety, equality and decent wages and working conditions. We reject child labour, the purchase of sexual services and slavery.

Health, safety and the environment

We all have a responsibility to ensure that our employees have a safe working environment, free of lost-time injuries and with the lowest possible rates of absence due to sickness.

All our business partners shall be able to document compliance with official and contractual HSE requirements.

Pay and working conditions

We do not tolerate social dumping. All work relating to goods and services supplied to our projects shall be conducted in accordance with prevailing regulatory requirements regarding pay and working conditions. We recognize the right of employees to freedom of association and collective bargaining and will respect collective bargaining agreements.

BUSINESS ETHICS

We reject corruption, bribery and anti-competitive activities.

Relations and Gifts

Gifts that are given with the intention of influencing our employees will not be accepted.

Socially responsible procurement

All supplies of goods and services to our companies shall comply with prevailing regulatory and contractual requirements.

We do not permit more than two levels of sub-contracting without prior written approval.

All materials and products that are delivered to and used at our construction sites must be legal in Norway.

All business partners must be treated with respect.



Equality

We reject all forms of discrimination. We treat people equally regardless of skin colour, ethnic affiliation, gender, religion or other personal circumstances.

International relations

We respect and accept our responsibility to comply with international human rights.

Reporting duty

All unsatisfactory conditions or practices relating to the content of this document must be reported either directly to the management of the relevant BackeGruppen company or by using the group's reporting system (varsling@backe.no / integrity@bdo.no). Everyone has a duty to ensure that they know when and how to make such a report (cf. Notification Poster).

ENVIRONMENT

We expect our business partners to conduct themselves responsibly, including in the areas of energy usage, protection of the environment, and carbon footprint.

Sustainability

We shall complete the building process with minimal impact on the external environment. Our business partners shall make systematic efforts to contribute to the fulfilment of our aims and obligations, while also complying with all regulatory requirements.

We strongly encourage our business partners to participate in any relevant recycling arrangements and industry initiatives designed to ensure the responsible and sustainable use of materials and products.

COMPLIANCE

We wish continually to improve both our own and our business partners' ethical performance.

Reciprocal improvement

We encourage our business partners to contribute to our efforts to improve our ethical performance by providing feedback to BackeGruppen and its companies on opportunities for improvement.

Inspections and audits

We may conduct audits at any time of our business partners' compliance with the requirements set forth in this document, as well as of additional regulatory, contractual and other requirements imposed on our business partners.

Dissemination

This document must be disseminated to all underlying levels in the contracting chain.