



# Human Rights Expectations of Suppliers

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## Human Rights Expectations of Suppliers

FourPhase is committed to conducting business in line with the United Nations Guiding Principles on Business and Human Rights and supporting the ten principles of the Global Compact.

We uphold all internationally recognised human rights, including those outlined in the International Bill of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, and the Norwegian Transparency Act. We also adhere to applicable international humanitarian standards.

Our suppliers are essential to achieving our strategic goals, we are dedicated to partnering with suppliers who comply with relevant laws and align with the principles of our commitment to human rights. This includes upholding high standards for health, safety, and security, and adopting a human rights approach in line with the United Nations Guiding Principles on Business and Human Rights.

This document outlines the human rights standards that suppliers wishing to collaborate with FourPhase are expected to meet.

We also expect our suppliers to engage with their own supply chains in these efforts and pay particular attention to protecting those most vulnerable to potential human rights impacts, such as women, children, migrant workers, individuals with disabilities, and workers from minority groups.

Where local laws may hinder suppliers from fully meeting these expectations, we encourage them to find ways to uphold these principles as much as possible.

Lastly, we expect our suppliers to be transparent in their efforts, fostering mutual learning and continuous improvement for all parties involved.

## Promoting Fair Treatment and Preventing Discrimination

At FourPhase, we prioritise diversity and equal opportunities for all our employees. To achieve this, it is essential that every employee is treated with fairness and respect, free from any form of discrimination.

In the same way, we expect our suppliers to uphold a strict policy against discrimination. This includes, but is not limited to, discrimination based on gender, race, colour, religion, ethnicity, national or social origin, marital status, sexual orientation, political views, union membership, nationality, property, birth, health status, disability, or age.

No employee or worker should ever face physical, sexual, or psychological harassment, humiliation, or abuse.

## Ensuring a Safe, Healthy, and Secure Workplace

At FourPhase, our goal is to maintain a workplace with zero injury, where safety is our top priority.

We expect our suppliers to provide a safe and healthy working environment where employees are protected from accidents, injuries, and illnesses related to their work.

Suppliers should also ensure that workers are protected from external threats and dangers. We expect security measures to follow similar standards as those outlined in the Voluntary Principles on Security and Human Rights

## Fair Wages and Reasonable Working Hours

Our employees are the key to overcoming challenges and fulfilling our commitments. As a company guided by strong values, we believe in rewarding everyone equally based on their contributions and behaviour.

We expect our suppliers to pay workers fairly, in line with the highest applicable standards, whether it's local minimum wage laws, collective bargaining agreements, or internationally recognised human rights. At a minimum, workers should receive fair wages, overtime pay, and paid leave that allows them to maintain a decent standard of living.

At FourPhase, we care about the health and well-being of our employees, ensuring a healthy balance between work and personal life.

We expect our suppliers to avoid imposing excessive working hours or overtime that interferes with workers' right to a private and family life. Working hours should never compromise a worker's health or safety.

When setting working hours, suppliers should follow the strictest applicable laws or International Labour Organisation (ILO) conventions. Workers should be able to refuse excessive overtime without fear of discrimination or punishment.

Additionally, women should have the right to a reasonable amount of paid leave, or leave with sufficient social security benefits, in connection with childbirth.

## Preventing Modern Slavery

At FourPhase, we recognise our responsibility to help fight against modern slavery. We strongly oppose all forms of human trafficking and forced labor within our supply chain.

We expect our suppliers to take strong actions to ensure that no worker is forced to work for FourPhase. Work should always be voluntary, based on clear and fair agreements. Workers should not face any mental, physical, or financial pressure, nor should they be threatened or exploited in any way.

Additionally, no worker should have to pay recruitment or employment fees without fair compensation. Suppliers should not keep workers' identification documents or permits as a condition of their employment.

## Respecting Freedom of Assembly, Association, and Collective Bargaining

At FourPhase, we value maintaining a positive and trusting relationship with the trade unions in our company. We believe it's important that employee representatives have a real say in daily business operations.

We expect our suppliers to respect their workers' rights to freely assemble, join associations, form unions, and engage in collective bargaining without discrimination.

In regions where these rights are restricted, we encourage suppliers to seek other ways to promote effective collaboration between workers and management.

## Preventing Child Labor and Safeguarding Young Workers

At FourPhase, we do not hire anyone under the age of 15, or the minimum legal working age if it is higher.

Additionally, individuals under 18 are not permitted to perform any hazardous work that could be physically, mentally, socially, or morally harmful, nor should they take jobs that interfere with their education.

We expect our suppliers to uphold similar strict standards regarding child and young workers. This includes prohibiting the worst forms of child labour, such as trafficking, sexual exploitation, debt bondage, forced labour, and the use of underage children in security or military roles