

# Code of conduct



## Mid & North

	Place:	Org.nr.	Web:
Hurtigtrykk	Alta	980 028 569	hurtigtrykk.no
JB Reklame	Bodø	966 825 200	jbreklame.no
Matra	Namsos	920 222 102	matra.no
XO Profil	Levanger	988 541 761	xo-profil.no
Expoline Trondheim	Trondheim	986 439 226	expoline.no
Rimo Reklame	Narvik	985 024 510	rimo.no

## East

Sign On	Oslo	980 954 013	signon.no
Expoline Oslo	Oslo	986 439 226	expoline.no
Chr. Farup	Oslo	911 592 681	farup.no
Et Cetera Profil	Tønsberg	971 128 410	etc.no
Bepe Trading	Moss	981 083 326	bepe.no
BK Grafisk	Sandefjord	943 044 775	bk.no
No Limit Promotion	Årnes	990 643 008	no-limit.no

## West

Bølge	Bergen	947 510 037	bolge.no
Expoline Bergen	Bergen	986 439 226	expoline.no
On Line Reklame Bergen	Bergen	924 689 048	onlinereklame.no
Informativ	Arnatveit	920 290 183	informativ.no
Byrået Sydvest	Stord	985 026 076	byraet.no
Odda Trykk & Reklame	Odda	942 285 086	oddatrykk.no
Geilo Trykk & Reklame	Geilo	914 839 351	geilotrykk.no

## North-West

PGP	Sogndal	979 958 870	pgp.no
Spektrum Profil	Molde	959 273 197	spektrum.no

## South-West

Respond	Stavanger	952 074 075	respond.no
Eriksen Reklame	Kopervik	988 257 753	eriksenreklame.no

## South

On Line Reklame	4626 Kristiansand	924 689 048	onlinereklame.no
-----------------	-------------------	-------------	------------------

Gosh is **Norway's largest and leading chain in the delivery of branding articles** to the corporate market with 21 dealers across the country.



Gosh Norge AS will continuously **work to improve** our **policies and practice to enable our suppliers** to be able to comply with our code of conduct.

Neither Gosh and all the Gosh-partners nor any of its employees shall ever offer or accept illegal or unlawful monetary gifts or other forms of remuneration in order to secure business-related or private benefit, or benefit for customers, agents or suppliers.

Gosh Norge AS and its suppliers shall avoid partners that operate in countries subject to international boycott by the United Nations and/or Norwegian Authorities.





Gosh and all the Gosh-  
members **promote decent  
working and environmental  
standards** in our supply chains.

We cooperate closely with our suppliers and business partners in pursuit of this aim. Accordingly, we have prepared this code of conduct to illustrate what we expect of our suppliers and business partners. The code of conduct covers human rights, workers' rights, the environment and corruption.

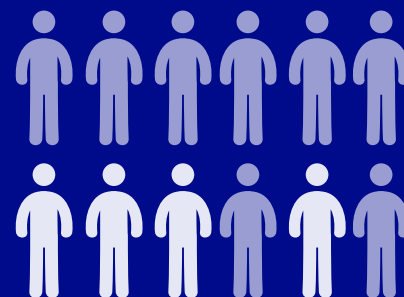
Gosh Norge's **suppliers are to supply goods** and services that are **produced in compliance with the code of conduct.**

Moreover, the suppliers are to communicate the code of conduct to their sub-suppliers, and to monitor implementation.

A supplier must be able to document compliance with the code of conduct at Gosh Norge's request. Such documentation may take the form of self-declaration, follow-up meetings, and/or inspections of the working conditions at production sites. The supplier will be obliged to name and provide contact information for any sub-supplier that Gosh Norge AS wishes to inspect.

In the event of a breach of the code of conduct, Gosh Norge AS and the supplier will jointly prepare a plan for remedying the breach. Remediation must take place within a reasonable period of time. The contract will only be terminated if the supplier remains unwilling to remedy the breach following repeated enquiries.

When selecting new suppliers, emphasis will be given to social and environmental standards.



## Requirements to Supply Chain Conditions

The Ethical Trade Principles are founded on key UN and International Labour Organization conventions and documents. National laws shall be respected, and where the provisions of law and these ethical trade principles address the same subject, the most stringent shall apply.



## Forced labor / Slave labor



There shall be no forced, bonded or involuntary prison labour. Workers shall not be required to lodge deposits or identity papers with their employer and shall be free to leave their employer after reasonable notice.

*(ILO Conventions Nos. 29 and 105)*

## Trade union organization and negotiations



Workers, without distinction, shall have the right to join or form trade unions of their own choosing and to bargain collectively. The employer shall not interfere with, obstruct, the formation of unions or collective bargaining.

Workers' representatives shall not be discriminated and shall have access to carry out their representative functions in the workplace.

Where the right to freedom of association and/or collective bargaining is restricted under law, the employer shall facilitate, and not hinder, the development of alternative forms of independent and free workers representation and negotiations.

*(ILO Conventions Nos. 87, 98, 135 and 154)*

## Child labor



The minimum age for workers shall not be less than 15 and comply with the national minimum age for employment, or the age of completion of compulsory education, whichever of these is higher. If local minimum is set at 14 years in accordance with developing country exceptions under ILO Convention 138, this lower age may apply.

There shall be no recruitment of child labour defined as any work performed by a child younger than the age(s) specified above.

No person under the age of 18 shall be engaged in labour that is hazardous to their health, safety or morals, including night work. Policies and procedures for remediation of child labour prohibited by ILO conventions no. 138 and 182, shall be established, documented, and communicated to personnel and other interested parties. Adequate support shall be provided to enable such children to attend and complete compulsory education.

*(UN Convention on the Rights of the Child, ILO Conventions Nos. 138, 182 and 79, and ILO Recommendation No. 146)*







## Wages

Wages and benefits paid for a standard working week shall as minimum meet national legal standards or industry benchmark standards, whichever is higher. Wages should always be enough to meet basic needs, including some discretionary income.

All workers shall be provided with a written and comprehensible contract outlining their wage conditions and method of payments before entering employment.

Deductions from wages as a disciplinary measure shall not be permitted.



## Regular Employment

Obligations to employees under international conventions, national law and regulations concerning regular employment shall not be avoided through the use of short term contracting (such as contract labour, casual labour or day labour), sub-contractors or other labour relationships.

All workers are entitled to a contract of employment in a language they understand.

The duration and content of apprenticeship programmes shall be clearly defined.



## Working Hours

Working hours shall comply with national laws and benchmark industry standards, and not more than prevailing international standards. Weekly working hours should not on a regular basis be more than 48 hours.

Workers shall be provided with at least one day off for every 7 day period. Overtime shall be limited and voluntary. Recommended maximum overtime is 12 hours per week, i.e. that the total working week including overtime shall not exceed 60 hours. Exceptions to this are accepted when regulated by a collective bargaining agreement.

Workers shall always receive overtime pay for all hours worked over and above the normal working hours (see 8.1 above), minimum in accordance with relevant legislation.



## Corruption

Corruption in any form is not accepted, including bribery, extortion, kickbacks and improper private or professional benefits to customers, agents, contractors, suppliers or employees of any such party or government officials.



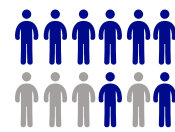
## Discrimination



There shall be no discrimination at the workplace in hiring, compensation, access to training, promotion, termination or retirement based on ethnic background, caste, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation. Measures shall be established to protect workers from sexually intrusive, threatening, insulting or exploitative behaviour, and from discrimination or termination of employment on unjustifiable grounds, e.g. marriage, pregnancy, parenthood or HIV status.

*(ILO Conventions Nos. 100 and 111 and the UN Convention on Discrimination Against Women)*

## Marginalized Populations



Production and the use of natural resources shall not contribute to the destruction and/or degradation of the resources and income base for marginalized populations, such as in claiming large land areas, use of water or other natural resources on which these populations are dependent.

## Harsh or Inhumane Treatment



Physical abuse or punishment, or threats of physical abuse, sexual or other harassment and verbal abuse, as well as other forms of intimidation, is prohibited.

## Health and Safety



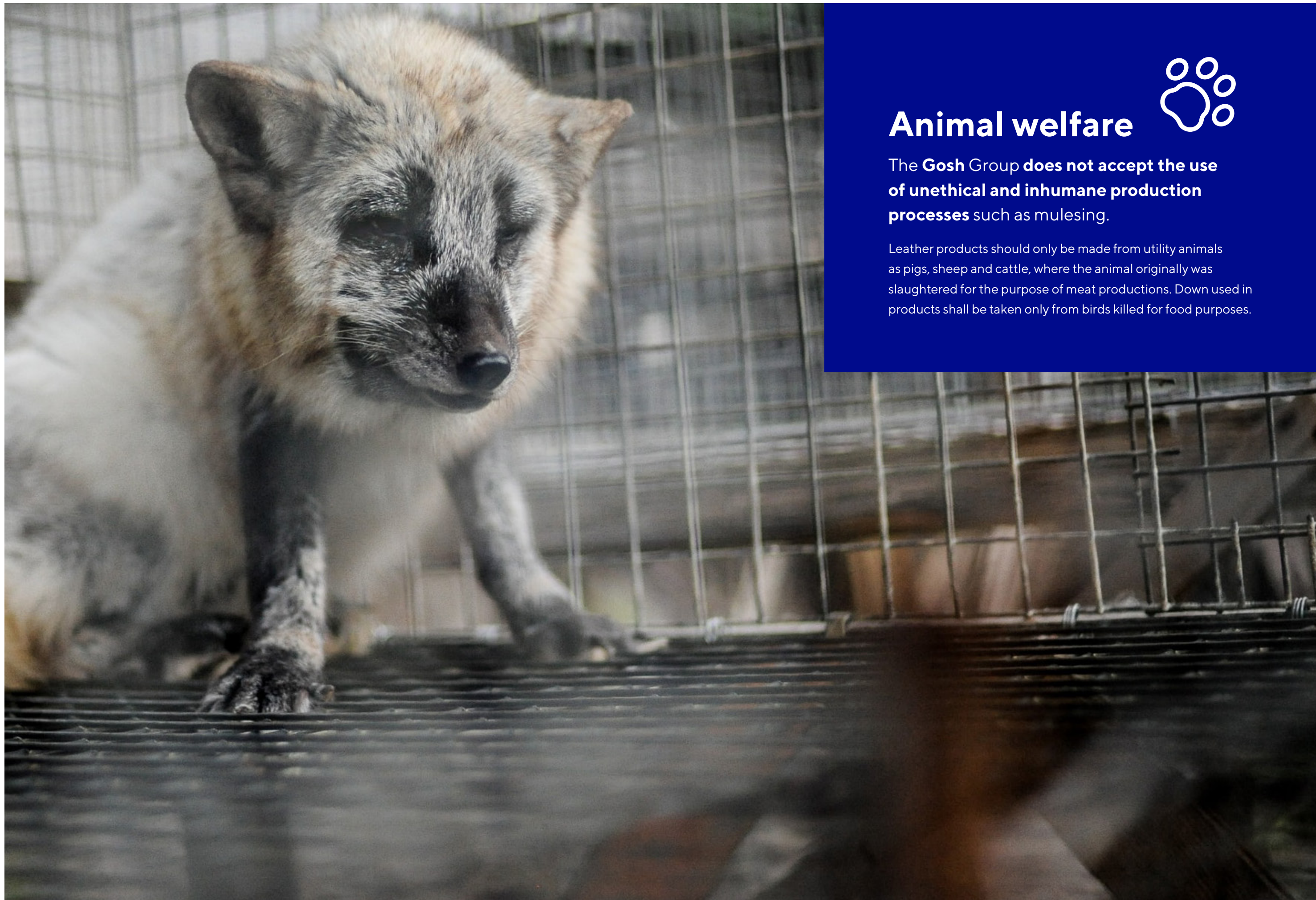
The working environment shall be safe and hygienic, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Hazardous chemicals and other substances shall be carefully managed. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in, the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

Workers shall receive regular and documented health and safety training, and such training shall be repeated for new or reassigned workers. Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided. Accommodation, where provided, shall be clean, safe and adequately ventilated, and shall have access to clean toilet facilities and potable water.

*(ILO Convention No. 155 and ILO Recommendation No. 164)*







## Animal welfare



The **Gosh** Group **does not accept the use of unethical and inhumane production processes** such as mulesing.

Leather products should only be made from utility animals as pigs, sheep and cattle, where the animal originally was slaughtered for the purpose of meat productions. Down used in products shall be taken only from birds killed for food purposes.



## Environment



Measures to minimize adverse impacts on human health and the environment shall be taken throughout the value chain. This includes minimizing pollution, promoting an efficient and sustainable use of resources, including energy and water, and minimizing greenhouse gas emissions in production and transport. The local environment at the production site shall not be exploited or degraded.

National and international environmental legislation and regulations shall be respected, and relevant discharge permits obtained.

## Management systems of suppliers



The management system is key to the implementation of the code of conduct. Gosh Norge AS emphasises the importance of suppliers having systems that support such implementation.

**Gosh Norge's expectations in this regard are summed up in the following measures:**

- The supplier should make a centrally placed employee responsible for the implementation of the code of conduct in the supplier's business.
- The supplier must make the code of conduct known in all relevant parts of its organisation.
- The supplier must obtain Gosh Norge's consent prior to outsourcing production or parts of production to a sub-supplier/contractor, if this has not been agreed in advance.
- The supplier must be able to give an account of where goods ordered by Gosh Norge AS are produced.



## Implementation

In cases where the minimum standards cannot be met immediately, or in cases where these are already met, the supplier must work to continuously improve production conditions. This work will be directed towards direct, cost effective measures in fields that there is reason to believe have genuine potential for improvement.

As regards subcontractors, the supplier shall, through agreement strive to secure that the supplier first communicates the requirements to all subcontractors, then reports on relevant social aspects concerning the subcontractor's businesses and demands that the requirements are met by subcontractors within a realistic time frame.

## Reporting And Independent Verification Of Social Responsibility

Suppliers to Gosh Norge AS and the Gosh-members must report annually on their progress and discrepancy in the work to implement the requirements and improvement of social conditions. Gosh Norge AS will give further guidance concerning the report format.

Gosh Norge AS and the Gosh members will implement a system for external independent monitoring, verifications / certification to reassure Norwegian customers that suppliers and subcontractors achieve the primary goals, and of the continuous improvement in social aspects related to production.

**On behalf of Gosh Norge AS  
and all Gosh-members.**

Stavanger, 21st of September 2021



Lise Rossnes  
Managing Director Gosh Norge AS

**Approved by supplier :**

Company Name \_\_\_\_\_

Date \_\_\_\_\_

Signature \_\_\_\_\_







[gosh.no](https://gosh.no)