

# Dear Supplier,

Social Responsibility for ERIKS is the balance of People, Planet and Profit. As a responsible company, our duties extend beyond our own buildings to people, the environment and society at large. We aim to build a sustainable company and ask you to join us in these efforts.

This Supply Code outlines what we expect regarding compliance with international standards for environmental management, human rights and business ethics. In essence this means treating people fairly, preserving natural resources and protecting the environment.

We believe that there is a strong link between solid social and environmental performance and efficient, successful business. By working together to improve standards, we will be able to meet the current and future expectations of our customers and investors.

You may already exceed these standards. If so, we strongly encourage you to persuade your own suppliers in doing the same. If not, we ask you to take these standards on board.

[Johan Sleebus](#)

Chairman of the ERIKS Executive Board

## ERIKS CORPORATE SOCIAL RESPONSIBILITY supply code



## Supply Code for a SUSTAINABLE SUPPLY CHAIN

### 1.0 Introduction

The goal of Corporate Social Responsibility (CSR) at ERIKS is to achieve a balance between People, Planet and Profit. ERIKS conducts its business with a responsibility for the impact of its decisions and operations on society and environment, by means of transparent and ethical behaviour. ERIKS endeavours to do business with suppliers that act in line with this principle.

ERIKS has locked sustainability into the framework of considerations regarding all of its procurement and investments. ERIKS strives for long-term relationships with its partners, including an active dialogue in the area of sustainability.

Based on this, ERIKS has drawn up this supplier code. This code functions as a supply chain initiative, and ERIKS assumes that its suppliers will stimulate the above mentioned link within the supply chain within similar expectations. The Supply Code supplements other, already existing agreements and contracts between ERIKS and its suppliers, as well as product-related sustainability criteria.

### 2.0 General requirements

- In their turn, suppliers will encourage their own suppliers to act in accordance with the spirit of this code.



### 3.0 Social Responsibility

ERIKS expect all its partners to comply with, and preferably exceed, all applicable social legislation and regulations. This also requires a commitment to follow up on new regulations and to comply with the following minimum requirements.

#### Minimum requirements

- Suppliers shall acknowledge the Universal Declaration of Human Rights (UDHR).
- Suppliers shall acknowledge the International Labour Organization (ILO) Fundamental Principles and Rights at Work, which stresses the exclusion of forced labour and child labour, freedom of association, and compliance with guidelines for working hours and minimum wages.
- Suppliers shall adhere to the principle of good employment, in which labour conditions, the well-being and development of its employees are guaranteed.
- Suppliers shall offer its employees an employment agreement that complies with all applicable laws and regulations. A collective labour agreement must comply with applicable laws and regulations on collectivity.

### 4.0 Environmental responsibility

ERIKS expects all its partners to comply with, and preferably exceed, all applicable environment laws and regulations. This also requires a commitment to follow up on new regulations and to comply with the following minimum requirements.

#### Minimum Requirements

- Preference is given to suppliers with, or working towards achieving a quality management system, either according to ISO 9001, or its quality assurance system.
- Preference is given to suppliers with, or working towards achieving an environmental management system, either according to ISO 14001 or EMAS, or its own environmental system.
- Suppliers must show a positive approach towards various environmental issues related to its activities. Suppliers must comply with, and preferably exceed, the standards set by environmental laws and regulations applicable to its operations.
- Suppliers must show an active approach towards realising sustainable solutions in its products, services and processes, inter alia concerning energy usage, emissions, transport, packaging, efficient use of materials, recycling and reuse.

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## 5.0 Business responsibility

ERIKS expects all its partners to comply with, and preferably exceed, all applicable fair trade and fraud and bribery laws and regulations and comply with the following minimum requirements.

### Minimum Requirements

- Suppliers must observe fairness and integrity in their conduct of business. Suppliers must conduct fair and proper company practices.
- Suppliers must provide their customers with complete, accurate and understandable information on its products, services and contractual conditions.
- Business decisions of suppliers' employees may not be influenced by factors other than business considerations.

Sources:

References

For information purposes references to the guidelines mentioned in this supply code are shown below:

- International Labour Organization (ILO) on Fundamental Principles and Rights at Work:  
<http://www.ilo.org/declaration/lang--en/index.htm>  
<http://www.ilo.org/public/english/employment/multi/download/declaration2006.pdf>
- Universal Declaration of Human Rights:  
<http://www.un.org/en/documents/udhr/index.shtml>