

Supplier Expectations – Commitment to responsible business practices

1. Introduction

ECG | Elite Construction Group is committed to upholding high ethical standards and promoting sustainable business practices throughout our supply chain. As part of our compliance with the Norwegian Transparency Act and alignment with the United Nations Sustainable Development Goals (SDGs), we require all our suppliers and business partners to adhere to the following expectations regarding human rights, labor rights, environmental responsibility, and ethical business conduct.

2. Compliance with Laws and Regulations

All suppliers must comply with applicable national and international laws and regulations, including but not limited to:

- The Norwegian Transparency Act
- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- OECD Guidelines for Multinational Enterprises
- International Labour Organization (ILO) Standards
- EU Directives on Human Rights and Sustainability

3. Human Rights and Labor Rights

ECG expects all suppliers to respect fundamental human rights and labor rights, including:

- Prohibiting child labor, forced labor, and modern slavery.
- Ensuring safe and healthy working conditions for all employees.
- Providing fair wages, reasonable working hours, and compliance with labor laws.
- Guaranteeing freedom of association and the right to collective bargaining.
- Preventing discrimination, harassment, or abuse in the workplace.

4. Environmental Responsibility

ECG requires all suppliers to comply with applicable environmental laws and regulations to minimize environmental impact. Suppliers must ensure responsible management of hazardous materials and adhere to waste management and pollution control regulations.

Suppliers are expected to take a responsible approach to environmental sustainability in their operations, supporting efforts to minimize environmental impact and protect natural resources.

5. Ethical Business Conduct

All suppliers must operate with integrity and adhere to the following principles:

- Anti-corruption and anti-bribery: Suppliers must not engage in corruption, bribery, or fraudulent activities.
- Fair competition: Compliance with fair competition laws and avoidance of anti-competitive behavior.
- Transparency and accountability: Providing accurate and transparent business records.

- Protection of confidential information and intellectual property rights.

6. Monitoring and Compliance

ECG reserves the right to conduct audits, assessments, and supplier reviews to ensure compliance with these expectations. Suppliers must:

- Provide necessary documentation upon request to verify adherence to ECG's requirements.
- Cooperate with ECG in case of investigations related to human rights, environmental, or ethical concerns.
- Take prompt corrective action when non-compliance is identified.

7. Reporting Violations and Whistleblowing Mechanism

ECG encourages all suppliers, employees, and business partners to report concerns related to human rights violations, unethical business practices, or environmental misconduct. Suppliers must inform ECG if they become aware of any violations within their operations or supply chain. To report concerns, stakeholders can use the following channel:

- **Email:** post@ecgas.no

All reports will be handled confidentially, and ECG is committed to investigating and addressing any violations.

8. Acknowledgment and Commitment

All suppliers must confirm their compliance with these expectations through one of the following methods: by contract acceptance, purchase order confirmation, electronic acknowledgment, or continued business engagement with ECG.