

Matspecialen – Code of Conduct

Ethical Guidelines for Suppliers

Responsible Business and Partnership

Matspecialen aims to be a responsible and sustainable business partner.

Our Code of Conduct outlines the principles we expect all suppliers and partners to follow – concerning human rights, working conditions, the environment, and ethical business practices.

This document is based on:

- The UN Global Compact and its ten principles
- The OECD Guidelines for Multinational Enterprises
- The UN Guiding Principles on Business and Human Rights

All suppliers working with Matspecialen are expected to comply with these principles.

Our Main Principles

1. Human Rights

We respect fundamental human rights throughout the entire value chain.

Suppliers must ensure that their operations do not contribute to forced labour, child labour, discrimination, or harassment.

2. Working Conditions

All employees shall have safe working conditions, fair wages, and freedom of association.

Working hours, health, and safety must comply with national laws and ILO core conventions.

3. Environment and Climate

Suppliers shall actively work to reduce their climate impact, use recyclable materials, and ensure proper waste management.

We encourage the use of environmentally certified products and transport solutions.

4. Anti-Corruption and Business Ethics

Matspecialen maintains zero tolerance for corruption, bribery, and conflicts of interest.

No employee may receive gifts or benefits from suppliers.

5. Transparency and Continuous Improvement

We expect transparency regarding working conditions, supply chains, and environmental impact.

In case of any breach, Matspecialen must be notified immediately, and corrective actions taken.

Follow-up and Compliance

Matspecialen reserves the right to carry out audits or inspections with suppliers if necessary.

Failure to comply may result in termination of the collaboration.

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