



Supplier Code of Conduct

Introduction

Color Line is committed to perform its business in accordance with the UN Global Compact Principles regarding human rights, labour standards, environment and anti-corruption (for more information, please visit: <https://www.unglobalcompact.org/>).

In this Supplier Code of Conduct (SCC), “suppliers” refers to contractors as well as suppliers of goods and services. Unless otherwise specified, all suppliers to Color Line are expected to operate in accordance with this or any comparable SCC. Where suppliers breach the SCC, Color Line will try to establish a close co-operation in order to assist the supplier in improving the business standards and employee welfare. However, if the supplier continues to breach the SCC deliberately, and is unwilling to discuss and agree upon a planned improvement, Color Line reserves itself the right to terminate arrangements with the supplier immediately. However, the breach of certain obligations may be considered a material breach which entitles Color Line to refuse fulfillment of its obligations and to immediately terminate arrangements without any liability for damages.

The SCC is a mandatory requirement and suppliers may be subject to occasional audits. In order to achieve this, Color Line expects its suppliers to adopt an open attitude to monitoring activities, and cooperate with Color Line agents or any third party auditors employed.

Suppliers shall also be responsible for ensuring that their employees, sub-suppliers, contractors and agents comply with this SCC, as well as assess their performance against it. Color Line acknowledges that reaching the standards established in this SCC is a dynamic process rather than static one, and encourages suppliers to continually improve their standards in areas required.

1. Human Rights

1.1. Human Rights

Color Line expects its suppliers to support and respect the protection of internationally proclaimed human rights and to ensure that they are not complicit in human rights abuses, as per the Universal Declaration of Human Rights (UDHR, 1948).

1.2. Harassment, Harsh or Inhumane Treatment

Color Line expects its suppliers to create and maintain an environment that treats all employees with dignity and respect. The supplier must not use any threats of violence, sexual exploitation or abuse, verbal or psychological harassment or abuse.

No harsh or inhumane treatment, coercion or corporal punishment of any kind are tolerated, nor is there to be the threat of any such treatment.

1.3. Health and Safety

Color Line expects its suppliers to follow all relevant legislation, regulations and directives of country in which they operate to ensure a safe and healthy workplace or any other location where production or work is undertaken.

Document owner: Color Line – SIA Department	Approved by: Kjetil Engebretsen
2nd edition	Date of approval: 26 th of April 2022
Company Name: Color Line AS	Signature CEO: 
Supplier Name:	Signature Supplier:

At a minimum, suppliers should strive to implement recognized management systems and guidelines, such as the International Labour Organization (ILO) Guidelines on Occupational Safety and Health (ILO-OSH-2001).

Any dormitory or canteen facilities shall comply with the statutory minimum requirements, be hygienic, safe and offer satisfactory personal integrity. Appropriate workplace safety requirements shall also be applicable for the housing conditions.

2. Labour standards

2.1. Freedom of Association and Collective Bargaining

Color Line expects its suppliers to recognize and respect the right of employees to freely associate, organize and bargain collectively in accordance with the laws of the countries in which they are employed, as well as ILO Freedom of Association and Protection of the Right to Organize Convention (C087, 1948) and Right to Organize and Collective Bargaining Convention (C098, 1949).

Suppliers are to respect the rights of workers to associate freely and communicate openly with management regarding working conditions without fear of harassment, intimidation, penalty, interference or reprisal.

2.2. Forced labour

Color Line expects its suppliers to prohibit any use of forced, bonded or indentured labour or involuntary prison labour, and embrace employment practices set forth in ILO Forced Labour Convention (C029, 1930) and Abolition of Forced Labour Convention (C105, 1957).

All work, including overtime work, will be voluntary and workers should be free to leave upon reasonable notice. Employees *handing in* government-issued identification, such as passports or work permits, may be normal business practice and acceptable under certain circumstances. However, suppliers shall not force employees to *hand over* government-issued identification.

2.3. Child labour

Color Line expects its suppliers, at a minimum, not to engage in any practice inconsistent with the rights set forth in the UN Convention on the Rights of the Child, the ILO Minimum Age Convention (C138, 1973) and the Prohibition and Immediate Elimination of the Worst Forms of Child Labor Convention (C182, 1999).

Children and young persons under the age of 18 shall not be engaged in labour that is hazardous to their health or safety, including night work. Children under the age of 15 (14 or 16 in certain countries) shall not be engaged in labour that is detrimental to their education.

If child labour, as described above, is already in existence, sustained efforts shall be made to redress the situation as quickly as possible. All suppliers should also adhere to legitimate workplace apprenticeship programs and comply with all laws and regulations governing child labor and apprenticeship programs.

2.4. Discrimination

Color Line expects its suppliers' standards to be consistent with the principles espoused in ILO Discrimination (Employment and Occupation) Convention (C111, 1958) and Equal Remuneration Convention (C100, 1951).

Color Line does not tolerate any form of discrimination in hiring and employment practices on the ground of race, color, religion, gender, sexual orientation, age, physical ability, health condition, political opinion, nationality, social or ethnic origin, union membership or marital status.

Document owner: Color Line – SIA Department	Approved by: Kjetil Engebretsen
2nd edition	Date of approval: 26 th of April 2022
Company Name: Color Line AS	Signature CEO: 
Supplier Name:	Signature Supplier:

2.5. Working hours

Color Line expects its suppliers to comply with all applicable working hour requirements as established by local law and ILO Maritime Labour Convention (MLC, 2006).

Wages should be paid in full and on time, with the national legal standards or industry benchmark standards, whichever is higher, as a minimum requirement. Suppliers must ensure that all overtime work is voluntary and compensated at the prevailing overtime rates.

2.6. Compensation

Color Line expects its suppliers to comply, with all wage and hour laws and regulations, including those pertaining to minimum wages, overtime wages, piece rates, other elements of compensation and to provide legally mandated benefits.

3. Environment

3.1. Environment

Color Line is certified within several marine standards, such as the ISM code. We strive to limit greenhouse gas emissions from our activities and choose the least environmentally unfriendly solution whenever possible. We pay special attention to avoid purchasing products and services that can be regarded as unfriendly to the environment. Thus, by entering an agreement with Color Line, suppliers are obliged to inform about any negative impacts its products or services may have on the environment.

Suppliers should wherever possible support a precautionary approach to environmental matters, undertake initiatives to promote greater environmental responsibility and encourage the diffusion of environmentally friendly technologies implementing sound life-cycle practices.

3.2. Chemical and hazardous materials

Chemical and other materials posing a hazard if released to the environment are to be identified and managed to ensure their safe handling, movement, storage, recycling or reuse and disposal, in accordance with applicable rules and regulations.

3.3. Waste water and solid waste

Wastewater and solid waste generated from operations, industrial processes and sanitation facilities are to be monitored, controlled and treated according to applicable rules and regulations, prior to discharge or disposal.

3.4. Air emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, monitored, controlled and treated according to applicable rules and regulations, prior to discharge or disposal.

3.5. Minimize Waste, Maximize Recycling

Waste of all types, including water and energy, are to be reduced or eliminated at the source or by practices such as modifying production, maintenance processes, materials substitution, recycling and re-using materials.

4. Bribery & corruption

4.1. Corruption

Color Line expects its suppliers to adhere to the highest standard of moral and ethical conduct, to respect local laws and not engage in any form of corrupt practices, including extortion, fraud, or bribery.

Document owner: Color Line – SIA Department	Approved by: Kjetil Engebretsen
2nd edition	Date of approval: 26 th of April 2022
Company Name: Color Line AS	Signature CEO: 
Supplier Name:	Signature Supplier:

4.2. Money laundering

Color Line expects its suppliers to solely conduct business with partners involved in legitimate business activities with funds derived from legitimate sources.

4.3. Conflict of interest

Color Line expects its suppliers to promptly disclose any situation that may appear as a conflict of interest, and disclose if any employee or professional under contract with Color Line may have an interest in the supplier's business or any kind of economic ties with the supplier.

4.4. Gifts and hospitality

Color Line is careful with accepting or offering any type of gift or offer of hospitality that may influence the receiver's integrity.

Color Line will not accept nor offer any benefits in order to facilitate its own or the suppliers business with the company. However, networking and social gatherings are a part of normal business practice; the extent of these interactions shall not influence any decision-making process or give reason for suspecting that this has happened. Color Line will only offer or accept gifts that are promotional items of minimal value. Color Line will only participate in events and arrangements if there is a legitimate business reason for participating and which costs are at a modest level.

5. Specific requirements and agreements

5.1. ISPS/ISM/MLC Requirements on board vessels

Color Line vessels operate in compliance with the International Ship & Port Facility Security (ISPS), International Safety Management (ISM) and MLC Codes.

If applicable to their area of operation, suppliers operating on board vessels must be familiar with these codes and able to operate in compliance with their requirements.

5.2. International rules and regulations

All suppliers must deliver in compliance with IMO/SOLAS requirements and EC/EU directives applicable for the type of vessel in question, flying the Norwegian flag and holding a DnV GL or other IACS class.

5.3. EU General Data Protection Regulation (GDPR)

Color Line expects its suppliers to comply, with the EU General Data Protection Regulation (GDPR), designed to harmonize data privacy laws across Europe, to protect and empower all EU citizens' data privacy. Suppliers are expected to promptly disclose any situation related data transfer between Color Line and the supplier that may be in breach of this regulation.

5.4. Drug and alcohol policy

Suppliers' onboard personnel may not possess, use, transport or be under the influence of any drugs or alcohol while working or on Color Line premises for any reason. Exceptions are doctor prescribed drugs. Where allowed by law, liquor licensing requirements and cultural norms, personnel may consume, buy, sell, distribute, transfer or transport alcoholic beverages while working or on Color Line property as part of their assigned job responsibilities, or as otherwise authorized by Color Line management.

5.5. Compliance with laws, trade sanctions and export control regimes

The supplier shall comply with applicable laws and regulations of any governmental or regulatory body having jurisdiction over the supplier, its sub-suppliers and work carried out under the arrangement with Color Line, including compliance with acknowledged standards such as the OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights and other acknowledged conventions.

Document owner: Color Line – SIA Department	Approved by: Kjetil Engebretsen
2nd edition	Date of approval: 26 th of April 2022
Company Name: Color Line AS	Signature CEO: 
Supplier Name:	Signature Supplier:

Trade sanctions and export control regimes are becoming increasingly complex and are imposed on a variety of sectors, countries, and persons. Such laws may impose restrictions on the trade, shipment, transfer, provision, or disclosure of information, software, goods, assets, funds, and services across national borders or the participation in arrangements involving certain listed parties, countries, territories, governments or specially designated persons, entities or goods or services.

The supplier shall at all times comply with applicable trade sanctions and export control laws and regulations, including the trade sanctions and export control laws, regulations or orders adopted, maintained or enforced by Norwegian authorities, the United Nations, the European Union, the United Kingdom, the United States of America or any other relevant authority (Sanctions). The supplier shall ensure compliance with Sanctions by any of its key employees, managers or directors, representatives, affiliates or any other person acting on their behalf.

The supplier undertakes that to its knowledge none of its sub-suppliers performing work, its key employees, managers or directors, representatives, affiliates or any other person acting on their behalf, are or have been listed on a sanctions list under any of the abovementioned Sanctions regimes; are subject to any Sanctions; directly or indirectly owned or controlled by any persons or entities subject to any Sanctions; located, organized or resident in a country or territory that is, or whose government is, the subject of Sanctions; or engaged in business with entities owned or controlled by persons or entities that are subject to any Sanctions, or located, organized or resident in a country or territory that is, or whose government is, the subject of Sanctions by a relevant sanctions authority.

The supplier shall immediately notify Color Line in writing should it become aware of any violations or changes in this respect of these obligations.

Any breach of this clause shall be considered a material breach which entitles Color Line to refuse fulfillment of obligations and immediately terminate the contractual relationship without any liability for damages. The same applies if Color Line has reasons to believe that the contractual relationship imposes any risk of violations of Sanctions or of becoming subject to Sanctions. The supplier shall indemnify Color Line against any loss, liability, damages, cost, and expense incurred or suffered by Color Line as a consequence of such breach.

5.6. Acknowledgments

I understand that it is my responsibility to read, understand and keep up to date with the contents of the Color Line SCC, and to seek clarification or further information, if needed. I further acknowledge that I have been afforded the opportunity to ask any questions I have concerning the content of the Code of Conduct for Suppliers.

Document owner: Color Line – SIA Department	Approved by: Kjetil Engebretsen
2nd edition	Date of approval: 26 th of April 2022
Company Name: Color Line AS	Signature CEO: 
Supplier Name:	Signature Supplier: