

The Norwegian National Rail Administration's ethical requirements for suppliers

1. The objective of the Norwegian National Rail Administration's ethical requirements

The Norwegian National Rail Administration regards ethical and responsible conduct as mandatory values for the whole organisation. The objective of the Norwegian National Rail Administration's ethical requirements to suppliers is to ensure that everyone who delivers goods and provides services to the Norwegian National Rail Administration has an equivalently aware and committed attitude to these values.

The Norwegian National Rail Administration's ethical requirements apply to all suppliers to the Norwegian National Rail Administration and their sub-contractors. The supplier is responsible for his/her/its own and any sub-contractors compliance with the Norwegian National Rail Administration's ethical requirements. These requirements are part of the contract with the Supplier, and a breach of contract may have consequences, cf. Section 11.

2. Basic human rights

The Supplier shall ensure that its operations do not directly or indirectly infringe upon basic human rights, as set forth in the UN Universal Declaration on Human Rights. The Supplier shall make efforts to prevent his/her/its own operations from resulting in or contributing to such violations.

3. Child labour

The Supplier shall respect and comply with the provisions concerning child labour in the UN Convention on the Rights of the Child and also the ILO Conventions on the Minimum Age for Admission to Employment or Work and on the Worst Forms of Child Labour. In keeping with these provisions, the Supplier shall not employ

- school-age workers or workers who are under age 15 or
- workers under age 18 for night work or work that is physically dangerous and/or hazardous to health.

4. Forced labour/slave labour

The Supplier shall comply with the ILO Conventions on forced labour and the abolition of forced labour, e.g. by ensuring that the Supplier does not contribute to, but counteracts forced labour, slave labour or involuntary labour. In keeping with this, all employees shall be free to terminate their employment with the Supplier with a reasonable period of notice.

5. Discrimination, etc.

The Supplier shall comply with the ILO Conventions on equal remuneration and discrimination and the UN Convention on the Elimination of All Forms of Discrimination against Women, e.g. by ensuring that there is no unfair or illegal discrimination on the basis of gender, race, sexual inclination, political opinion or other grounds.

6. Employees' rights, pay and working conditions

The Supplier shall comply with the ILO Conventions on the right to organise, on collective bargaining and on the right to collective bargaining. In keeping with this, the Supplier shall:

- ensure compliance with and respect national laws relating to employees' rights
- ensure compliance with and respect laws relating to minimum wage
- ensure that his/her/its employees or contract workers rights are observed

The Supplier shall ensure compliance with and respect rules concerning working conditions, including:

- requirements concerning working hours and work environment
- rules concerning acceptable wage levels

The Supplier shall ensure that the work environment meets statutory requirements with a view, for example, to:

- information about risks to workers health
- requirements concerning access to safety equipment

The Supplier shall respect the privacy of employees and third parties, which includes not registering or monitoring these parties unless that is in compliance with the laws of the country in question.

7. Environment

The Supplier shall meet relevant national and international environmental standards. The Supplier shall observe a "precautionary principle" with regard to pollution, environmental risk and other environmental and climate-related challenges. In addition, the Supplier ought to promote a responsible environmental policy and contribute to the development and use of environment-friendly technology, including minimisation of his/her/its emissions and development of efforts to protect the environment and reduce climate change.

8. Unlawful business methods

8.1 Corruption and other unlawful business methods

The Supplier shall comply with laws and rules relating to bribery, corruption, fraud and all other unlawful business activities. The Supplier shall not offer, promise or give any form of unfair advantage, service or incentives with the aim of providing personal or commercial advantages to civil servants, international organisations or other third parties. This applies regardless of whether this advantage is offered directly or indirectly through an intermediary.

8.2 Gifts

The Supplier shall not offer gifts directly or indirectly to employees of the Norwegian National Rail Administration, representatives of the Norwegian National Rail Administration or anyone closely related to these parties.

8.3 Money laundering

The Supplier shall not be involved in any form of money laundering and shall establish measures in order to ensure that the business's financial transactions are not utilised for money laundering.

8.4 Competition

The Supplier shall not cause or be a party to violations of the competition legislation, such as unlawful price fixing, unlawful market collusion or any other form of conduct that entails violations of the competition legislation.

9. Inspections and reports

The Norwegian National Rail Administration shall be entitled to conduct inspections on the Supplier and his/her/its sub-contractors that are necessary in order to ensure that they comply with the Norwegian National Rail Administration's ethical requirements.

10. Information to employees and sub-contractors

The Supplier shall give employees and sub-contractors a necessary and sufficient introduction to the Norwegian National Rail Administration's ethical requirements so that everyone who takes part in the execution of work for the Norwegian National Rail Administration has a knowledge and understanding of these requirements.

11. Consequences of violations

Violations of the Norwegian National Rail Administration's ethical requirements will be regarded as a material breach of contract, which, among other things, may entail:

- that the Norwegian National Rail Administration cancels the contract with the Supplier, cf. the provisions of the contract as well
- that the Supplier will not be qualified as a Supplier for purchases by the Norwegian National Rail Administration

12. The document's validity

This document may be regarded as integrated information and is subordinate to the self-declarations and contractual provisions that apply when a contract is signed.