



Gassco's policy on fundamental human rights and decent working conditions

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Gassco will conduct its business in an ethical, sustainable and socially responsible manner, and in accordance with the UN's sustainable development goals and Global Compact. That includes respect for fundamental human rights and decent working conditions. It also builds on the company's values base and provides the foundation for its TRACK core values – transparent, respectful, accountable, challenging and knowledgeable – as well as for the achievement of its vision and strategic goals.

What Gassco commits to

Gassco will respect fundamental human rights* and ensure decent working conditions** in its own business, and see to it that these commitments are also accepted in the company's supplier chain and by business partners directly involved with its operations. The company will comply with – and require that its suppliers and business partners do so also – internationally recognised conventions within the areas covered by this policy, including the UN's guiding principles on business and human rights and the declaration on fundamental principles and rights at work from the International Labour Organisation (ILO) as well as relevant national legislation. In cases where internationally recognised conventions and national legislation/regulations address the same issues, the highest standard will always apply.

* By "fundamental human rights" is meant the internationally recognised human rights enshrined in such documents as the UN covenant on economic, social and cultural rights of 1966, the UN covenant on civil and political rights of 1966, and the ILO's core conventions on fundamental principles and rights at work. See section 3b of the Norwegian Transparency Act.

** By "decent working conditions" is meant work which is in keeping with fundamental human rights as well as with health, safety and the environment in the workplace, and which provides a living wage. See section 3c of the Norwegian Transparency Act.

This means that Gassco will

- treat its employees and others who work for it or are affected by its business activities in an equitable manner, without discrimination on the basis of ethnicity, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation
- ensure a safe, healthy and secure working environment
- respect the principles of freedom to organise, right to collective bargaining, non-discrimination and equal opportunities, adequate working conditions and adequate remuneration
- work to prevent the occurrence of human trafficking, forced labour or prohibited child labour in any part of its value chain
- respect human rights in societies affected by its business
- respect the dignity, privacy and personal rights of every person affected by its business.

How work is done in Gassco

- Gassco's enterprise management is based on the UN's guiding principles on business and human rights and the OECD's guidelines for multinational enterprises.
- Gassco's work related to corporate social responsibility (CSR), including human rights and decent working conditions, is documented in a work process which builds on the principles in ISO26000. This forms part of the company's work to ensure sustainable operation and development.
- Due diligence assessments are utilised to identify and assess actual and potential negative consequences of the enterprise's activities for fundamental human rights and decent working conditions, including damage to and disadvantages for the environment.
- Gassco takes steps to halt, prevent or limit negative consequences revealed by due diligence processes and to monitor the results.
- When the Gassco management takes a decision, its impact on social, economic and environmental conditions and on stakeholders will form part of the decision basis.
- All employees are informed on their appointment about, and receive subsequent training in, the company's ethical guidelines and values, HSE, IT security and trade unions. Regular documented refreshers of this knowledge are required.
- Gassco's HSE&Q policy requires everyone to safeguard people, the environment and material assets. The goal is zero accidents. Furthermore, the company wants a working environment which, on the basis of its values, promotes duties and productivity as well as preventing occupational ill health and injuries. Gassco requires that all its business partners share its goals and values.
- Gassco's ethical guidelines for suppliers include requirements related to human rights, working conditions and workers' rights. The guidelines include provisions on follow-up and sanctions.
- As part of its procurement process, Gassco will request relevant documentation from a supplier and conduct appropriate inquiries to identify the supplier's attitudes and routines for safeguarding human rights and decent working conditions, both in its own operations and at its subcontractors, and to establish whether any incidents have occurred involving corruption, child labour, human rights breaches, breaches of workers' union rights and so forth. Such information is obtained from suppliers themselves as well as through internet searches and the use of external resources. Possible conditions identified may have consequences for the supplier's participation in tendering processes. Gassco monitors and checks the supplier's activities, and conditions related to human rights will also be included in this process.
- Gassco has established provisions for whistleblowing, which are publicised in its personnel handbook. They apply to both permanent and temporary employees, and also cover safeguards for whistleblowers.
- All Gassco employees are followed up through job reviews to ensure that they have opportunities for further personal development.
- Gassco's welfare committee organises social, cultural and sporting activities for employees in order to promote a good and positive working environment. The company also makes provision for flexible working time.
- In line with its sponsorship strategy, Gassco supports teams, organisations and events involving sport and culture in the local communities where the company has operations. It believes in a positive interaction between local communities and companies.

