



Laerdal Medical Code of Conduct for Business Relationships

May 2021



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I. Introduction and Process

I. Introduction

Laerdal is committed to working according to the United Nations Guiding Principles on Business and Human Rights (“UNGP’s”) <https://www.unglobalcompact.org/library/2> and the Organization for Economic Cooperation and Development (“OECD”) Guidelines for Multinational Enterprises. <http://mneguidelines.oecd.org/guidelines/>

To ensure that work is performed according to these standards, Laerdal conducts regular impact assessments within the range of its core activities.

Laerdal expects that its business partners (“Partners”) also work according to these standards and assess the impact of their activities by either:

- utilizing the same tools and methodology as Laerdal, or
- documenting that any alternatives selected ensure compliance with the standards and can be used to adequately assess the impact of their activities, especially those that are directly linked to Laerdal.

Laerdal stands ready to collaborate with its Partners in this process of meeting the internationally agreed standards for responsible business conduct and assessing their impact.

Laerdal has long been committed to the United Nations Sustainable Development Goals (“SDGs”), specifically SDG3 Ensuring Healthy Lives and Well-Being for All. Laerdal has been a member of the United Nations Global Compact <https://www.unglobalcompact.org/> since 2015 and is strongly committed to the principles on human rights, labor, fighting corruption, and protecting the environment.

2. Management Systems and Controls

- a. Partners shall have a management system in place, proportional to its size, complexity, and risk-environment, to monitor impacts and to prevent, minimize, and remedy any severe impacts its operations have on the principles and standards included in this Code.
- b. Partners shall ensure that its key Partners also comply with the Code.

3. Reporting and Mitigation of Adverse Effects

- a. Partners shall implement and/or support a culture within their organization as well as their key Partners of speaking up and reporting breaches or adverse effects without fear of retaliation.
- b. Partners shall, without undue delay, inform Laerdal of any severe impacts in their own or their key Partners' operations.
- c. Upon learning of any material breach within their operations, Partners shall investigate and implement appropriate corrective and preventive actions and monitor those actions to ensure they are effectively mitigating the impacts of the breach.

Partners shall support their key Partners if their operations create severe impacts; and, regardless of where the severe impact occurs, ensure that Laerdal receives all relevant information.



II. Responsible Business Practices

In addition to the UNGP's and OECD Guidelines mentioned earlier, Laerdal's trading partners are also expected to be aware of and comply with the following:



1. Laws and Regulations

Partners shall comply with all local and national laws in the countries and regions they operate in.



2. Human Rights

Partners shall avoid causing or contributing to adverse impacts on human rights including:

- a. reduction and elimination of poverty;
- b. zero hunger;
- c. good health and well-being;
- d. quality education;
- e. gender equality; and
- f. reduced inequality within and among countries.



3. Working Conditions

Partners shall ensure that their operations comply with local laws and regulations as they relate to:

- a. a workplace free of forced or involuntary labor;
- b. a workplace free of child labor;
- c. a workplace free from discrimination;
- d. minimum wages, working hours, overtime compensation and legally mandated benefits;
- e. freedom of association; and
- f. a safe and healthy workplace.



4. Protection of the Environment

- a. Partners shall conduct their business in a manner that prevents or mitigates environmental impact and embraces sustainability.
- b. Partners shall comply with all local and national environmental laws and regulations, and shall obtain environmental permits when required.



5. Anti-Corruption

- a. Partners shall not directly or indirectly, offer, promise, give, or demand a bribe or other undue advantage to obtain or retain business or other improper advantages.
- b. Partners shall never offer, promise or give undue financial or other advantage to public officials or the employees of business partners in order to obtain business or gain other improper advantages.
- c. Partners shall not use third parties such as agents and other intermediaries, consultants, representatives, distributors, consortia, contractors, and suppliers for diverting undue pecuniary advantages.

Reasonable rewarding of intermediaries is permissible but must be transparent.

- d. Partners shall openly reject any kind of bribery and extortion.



III. Moving Forward...Together

I. Current Status

Laerdal understands and accepts that Partners and their key Partners may be at different stages of implementation and compliance with the standards and principles in this Code.

2. Transparency

- a. Laerdal strongly believes that transparency between Partners is essential to achieve the desired results.
- b. Laerdal expects and requires that Partners and their key Partners will be honest and open when Laerdal requests documentation regarding compliance with the Code or implementation and monitoring of corrective or preventive actions intended to reduce or eliminate severe impacts.

3. Sharing

The duty and responsibility to be transparent is mutual. Therefore, Laerdal is committed to:

- a. sharing what it has learned from experts in the field and its own experience through its journey of continuous improvement in social responsibility; and
- b. sharing its own continuing challenges in the field as well as its view of risks and strategies for mitigating any adverse effects its operations may have on sustainable development.

4. Consequences

While Laerdal expects its Partners to cooperate and comply fully with the principles and standards in the Code, failure to do so or implement corrective actions, or continuing activities with severe impacts may result in the modification or termination of the business relationship.

Both the Business Partner and Laerdal agree to comply with the principles, standards, requirements, and responsibilities included in this Laerdal Medical Code of Conduct for Business Relationships.

(Insert name of Business Partner)

Name: _____

Title: _____

Signature: _____

Laerdal Medical AS

Name: _____

Title: _____

Signature: _____