Supplier Declaration

Compliance with Laws
As a supplier to Statoil we will comply with applicable laws and regulations, act in an ethical, sustainable and socially responsible manner and respect internationally recognized human rights.

Improper Payments / Bribery
As a supplier to Statoil we will not request, receive or accept any improper advantage in order to obtain or retain business or any advantage in the conduct of business. Further, we will not offer, promise or give any improper advantage to public officials or any individuals or corporate entities within the private sector, in order to obtain or retain business or any advantage in the conduct of business (or a third party) to make the official act or refrain from acting in relation to the performance of her/his official duties. This applies regardless of whether the improper advantage is offered directly or through an intermediary.

Gifts, Hospitality and Expenses
As a supplier to Statoil we will not offer, directly or indirectly, to Statoil employees or representatives or anyone closely related to them gifts except for promotional items of minimal value normally bearing a company logo.

Hospitality such as social events, meals or entertainment may be offered if there is a clear business reason, but the cost must be kept within reasonable limits. Travel, accommodation and other expenses for the individual representing Statoil will always be paid by Statoil.

Hospitality, expenses, gifts or other favours shall not be offered or received in situations of contract bidding, evaluation or award.

Conflict of Interest
As a supplier to Statoil we, and our employees, will not take part in or seek to influence any decision where there is an actual or perceived conflict of interest. Such circumstances may be a business interest or a personal interest in the subject matter – economically or otherwise – directly or through someone closely related. If we become aware of a potential conflict of interest we will, without delay, notify Statoil.

Minimum Age of Labour
As a supplier to Statoil we will not employ children below the age of 15 or the minimum age for employment according to applicable laws. We shall secure that persons under the age of 18 do not perform any hazardous work.

Forced Labour
As a supplier to Statoil we will not use any form of forced, bonded or prison labor. Personnel will not be required to lodge ‘deposits,’ identity papers or work permits as a condition of employment. We shall have no involvement in human trafficking in our business activities.

Freedom of Association & Right to Collective Bargaining
As a supplier to Statoil we recognise that our employees are entitled to be – or refrain from being – union members and to be represented in collective bargaining agreements. In countries where these rights are restricted our employees will anyway have the right to influence their work situation.

Non-Discrimination
As a supplier to Statoil we will treat our employees and hired labour equally and fairly. We will not tolerate any form of harassment or discrimination, including on the grounds of race, colour, sex, religion, political opinion, national or social origin. We will promote equal opportunity and fair treatment in employment and occupation for our employees and hired labour, including migrant workers.
Terms of Employment
As a supplier to Statoil we will ensure that wages paid to employees and hired labours are in accordance with applicable law and/or agreements.

As a supplier to Statoil we will secure that working hours are not excessive and comply with local law and agreements regarding working hours.

We will offer vacation time, leave periods and holidays consistent with applicable local law and/or agreements. We shall ensure that all employees are free to leave their employment/work after giving reasonable notice.

As a supplier to Statoil we will secure that all our employees are provided with written agreements of employment setting out employment conditions in a language understandable to the employee and have access to effective grievance mechanisms.

Minorities and Indigenous Peoples Rights
As a supplier to Statoil we recognize and will respect the special importance of the social, cultural, religious and spiritual values and practises of the minorities, indigenous and tribal peoples and their relationship with the land or territories. To the extent our work may affect these peoples; a process to minimize and manage such impacts will be undertaken.

Security Resources
As a supplier to Statoil we will use a thorough selection process to secure high standard security staff and suppliers. We shall avoid or appropriately manage potential human rights impacts.

Community
As a supplier to Statoil we will respect local community and work according to internationally recognized principles to seek to prevent and mitigate adverse impact on local community (e.g. impacts related to livelihoods, use of water, emissions and land).

Environment
As a supplier to Statoil we will work according to internationally recognized environmental management principles and practices, and aim for continuous improvement. We will comply with applicable environmental legislation and permits. We will work to achieve resource efficiency and prevent harm to the environment (e.g. pollution prevention and control, natural resource management).

Health and Safety
As a supplier to Statoil we will work ambitiously, through continuous improvement, for a healthy work environment and safe and secure conduct according to internationally recognized health and safety management principles and practices and applicable law.

Standards towards own Suppliers
As a supplier to Statoil we expect our own suppliers and sub-suppliers to conduct their business in a manner consistent with the principles set forth in this Supplier Declaration and we will seek to include and follow up on these expectations in our business relationships with them.

Declaration signed by supplier:

Supplier name: ____________________________________________
Address: __________________________________________________
Date: ______________________________________________________
Name: _____________________________________________________
Title: ______________________________________________________
Signature: ________________________________________________

By signing this document, you confirm that you fulfill the requirements in the Supplier Declaration.

To the extent you are not able to provide supporting documentation with respect to fulfilment of the requirements, you confirm your willingness to start a process, upon our request, of documenting your compliance with the requirements and principles set forth in the Supplier Declaration.