

Code of conduct for suppliers

At Arion Bank we want to do things right and make a real contribution to sustainable development. We seek to do business with those suppliers who share our vision, and this code of conduct is designed to provide a clear idea of what we expect of our suppliers in terms of environmental, social and governance issues.

Arion Bank is a signatory to the Global Compact, the United Nations' corporate sustainability initiative, and was one of the first organizations to sign the United Nations Principles for Responsible Banking (UN PRB). The Bank is thus committed to working towards and promoting sustainable development throughout the value chain, including in our business dealings with our suppliers.

In accordance with these principles our suppliers should at all times endeavour to:



Environmental and climate issues

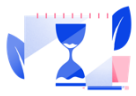
- Work towards reducing their negative impact on the environment and greenhouse gases emissions from their activities, including from their product range and services.
- Operate in compliance with the relevant laws and regulations.
- Do their utmost to ensure that the obligations and targets of the Paris Agreement are met.



Equality and human rights

- Ensure equal rights and terms for all employees, irrespective of gender, sexual orientation, ethnicity, nationality, colour, age, disability or religion or other factor, and work in compliance with the laws on equal opportunities on the labour market.
- Ensure that there is zero tolerance of bullying, sexual harassment, gender-based harassment and violence.
- Respect international human rights in all areas of their business.





Freedom of association, employment rights and child labour

- Respect freedom of association and the rights accorded to employees by collective wage agreements.
- Ensure that employees carry out their work of their own free will and without coercion.
- Comply with the law and regulations on children's rights, including the United Nations Convention on the Rights of the Child. This includes ensuring that children under the age of 18 do not perform tasks which could threaten their health and or/security and respecting their right to development, welfare and education.
- Health, safety and working conditions for employees
- Take good care of their employees and ensure their safety and welfare and promote a health working environment.
- Work in compliance with the labour market laws and regulations on terms and conditions for employees.



Bribery and corruption

- Combat bribery and corruption and do not offer anyone incentive payments and/or other types of remuneration to which they are not entitled in return for doing something or not doing something which conflicts with the responsibilities of the person involved.



Conflicts of interest

- Be aware of potential conflicts of interest and take all available measures to avoid damaging the interests of Arion Bank and other customers under such circumstances.



Chain of responsibility

- Make similar requirements of suppliers and sub-contractors with respect to environmental, social and governance factors as those specified in this code of conduct.

The term "supplier" refers to companies or persons who provide Arion Bank with goods and services

