



SUPPLIER DECLARATION

Supplier Declaration

Respect Human Rights

NPG expects all suppliers to treat all employees and sub-contractors with respect. Suppliers shall support and respect the protection of internationally proclaimed human rights and make sure they are not complicit in human right abuses

Compliance with Laws

NPG expects all suppliers to comply with applicable laws and regulations, act in an ethical, sustainable and socially responsible manner and respect internationally recognized human rights.

Improper Payments/Bribery

NPG expects all suppliers to not pay, offer, give, accept, demand, promise to pay, or authorize the payment directly or indirectly of anything of value to (i) any person or firm employed by or acting for or on behalf of the Purchaser or its customer or (ii) any government official or employee or any political party or candidate for political office for the purpose of influencing any act or decision or inducing or rewarding any action by the Purchaser or its customer in any commercial transaction or in any governmental matter or securing any improper advantage to assist the Purchaser or Supplier in obtaining or retaining business or directing business to any person.

NPG expects all suppliers to not offer, promise, give, accept, demand or use any funds for unlawful contributions, gifts or entertainment

Labour standards

NPG expects all suppliers to comply with all applicable wage and hour laws and regulations. NPG expects all suppliers to not exceed normal local working hours and appropriately compensate overtime.

Forced Labour: NPG expects all suppliers to not use any form of forced or compulsory labour.

Child Labour: NPG expects all suppliers to not use child labour and should contribute towards its effective abolition.

Young workers: When suppliers provide work for young workers, it should be responsive to the vulnerability of young workers above the minimum age for work.

Freedom of Association

NPG expects all suppliers to respect the right of employees to establish or join trade unions and representative organisations of their own choosing; including those recognised for the purpose of collective bargaining, and to engage in constructive negotiations with such representatives.

Non-Discrimination

NPG expects all suppliers to not discriminate in hiring and employment practices on grounds of race, religion, age, nationality, social or ethnic origin, disability, sexual orientation, gender, appearance, marital status, pregnancy, political affiliation or any other characteristic protected by local law.

Environment

NPG expects all suppliers to operate in a manner that is protective for the environment and at a minimum comply with all applicable laws, regulations and standards. NPG expects all suppliers to minimize their environmental impact and continuously improve their environmental performance.

Health and Safety

NPG expects all suppliers to provide their employees with a safe and healthy workplace, in compliance with all applicable laws, regulations and internationally recognized standards. NPG expects all suppliers to provide satisfactory and regular training to ensure that workers are adequately educated on health and safety issues. NPG expects all suppliers to do their utmost to control hazards and take necessary precautionary measures against accidents and occupational diseases. Whenever necessary, workers are to be provided with appropriate personal protective equipment and be given satisfactory instructions on its use.

Best business practices

NPG expects all suppliers to conduct their business in accordance with the highest ethical standards and suppliers shall comply with all regulations on bribery, corruption, money laundering and prohibited business practices.



Declaration signed by supplier

Supplier name:

Date:

Name:

Title:

Signature:

By signing this document, you confirm that you fulfil 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.

