KEF KEFLAVÍKUR FLUGVÖLLUR

Code of Conduct for Isavia´s Suppliers



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Code of Conduct for Isavia´s Suppliers

Corporate social responsibility is one of the foundations of Isavia's strategy, and the company promotes equilibrium between the economy, environment and society with sustainability as a guiding light. Isavia is a member of the Global Compact of the United Nations and commits itself to its policies and practices.

Isavia and its subsidiaries have adopted the Code of Conduct for Suppliers[1] in accordance with the Ten Principles of the UN Global Compact. Suppliers with which the Company does business are required to comply with the Code of Conduct as a minimum criterion and ensure that their suppliers do the same. They are required to notify Isavia if a suspicion of a violation arises. Upon request, suppliers must be able to confirm their compliance with this Code of Conduct.

Isavia requires suppliers to:

LABOUR

Freedom of association and the right to collective bargaining

Recognise and respect the right of employees to freedom of association and to enter into bargain collectively. If the right to freedom of association and/or to enter into collective bargaining is restricted by law in the country in question, the supplier must permit its employees to elect a representative to defend their rights in the workplace.

Forced and compulsory labour

Guarantee that their employees perform their work without force or compulsion and are free to leave employment with reasonable or statutory notice.

Child labour

Not employ minors to perform work that is hazardous or detrimental to their health and safety. Children's right to development, welfare and education shall be respected. Suppliers shall at least comply with the Convention of the International Labour Organisation (ILO) on the minimum age for admission to employment and work.

Discrimination

Ensure that their employees have equal opportunities and equal rights without discrimination on the basis of gender, race, religion, age, disability, sexual orientation, nationality, opinions, economic position, social background or position in any other respect. Suppliers shall create a work environment characterised by equality, tolerance and mutual respect.

Wages, working hours and other conditions of work

Pay their employees regular wages (at least every month) and ensure that the payments, or any parts thereof, are not retained by intermediaries. Suppliers must pay at least the minimum wage stipulated by law, rules and/or collective agreements in the country in question. Suppliers must keep a record of wage payments and be able to demonstrate that such payments have truly

been made. They shall respect laws and rules concerning the rights of employees, including rest, duration of work, sickness rights and other wage terms.

Health and safety

Ensure that employees' work environment is safe and without risk to health. Suppliers must comply with the laws and rules of the country in question with regard to conditions in the workplace and provide their staff with appropriate protective equipment and training in occupational health and safety. Suppliers must do everything in their power to minimise risk of accident and any negative effects on employee health.

HUMAN RIGHTS

Human rights

Respect internationally proclaimed human rights. Suppliers must create and maintain an environment where employees are treated with respect and no mental and/or physical abuse or threats of such abuse are tolerated.

ENVIRONMENT

Environment

Isavia requires suppliers to fulfil legal requirements regarding the environment pertaining to their operations and conduct their business in an environmentally friendly way. They should develop an environmental policy, be aware of the environmental impact of their activities and seek to minimise these in an effective manner. Suppliers are encouraged to implement environmental management system for this purpose.

ANTI-CORRUPTION

Ethical business practices

Always work against corruption, including bribery, extortion and fraud. Suppliers must not offer, solicit, require, give or receive bribes, whether directly or indirectly, for themselves or others. Suppliers must operate in accordance with proper and sound business practices and customs and apply accepted ethical practices in their business dealings.

Conflict of interest

Avoid any conflict of interest in their business dealings with Isavia. Conflict of interest include, e.g., situation where a supplier's representative places personal interests, the interests of relatives or friends above those of Isavia. Suppliers must report any potential conflict of interest to Isavia.

This Code of Conduct shall be made accessible on Isavia's intranet and website.

Reviewed and approved by the CEO of Isavia on 6 July 2020.


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