



HYDRO

SUPPLIER DECLARATION

No.: NHC-CD12-01 Appendix 01
Rev.: 01M
Our date: 2009-04-16
Page: 1 of 2

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Hydro's Social Responsibility Directive requires continuous improvement of supplier standards towards Hydro's CSR principles. As a tool in this respect, Hydro has prepared this Supplier Declaration reflecting our CSR principles which all potential suppliers are requested to sign. The intention of this declaration is to increase awareness and improve transparency of CSR in the supply chain.

Compliance with laws

As a supplier to Hydro we will comply with all applicable laws and regulations.

Improper payments

As a supplier to Hydro we will not, in order to obtain or retain business or other improper advantage in the conduct of business, offer, promise or give any undue advantage to a public official (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 whether the advantage is offered directly or through an intermediary.

Gifts and other favours to Hydro or any of our employees, representatives, partners or anyone closely related can only be given or granted provided that they are modest, both with respect to value and frequency, and provided that the time and place are appropriate.

Gifts or other favours shall not be offered or received in connection with contract bidding, evaluation or award.

Hospitality and Expenses

As a supplier to Hydro we will respect and comply with practices regarding hospitality and expenses established in Hydro before offering or providing any Hydro employee or representative any such hospitality.

Hospitality and expenses shall not be offered or received in connection with contract bidding, evaluation or award.

Conflict of Interest

As a supplier to Hydro we, and our employees, will not take part in or seek to influence any decision in circumstances that could give rise to an actual or perceived conflict of interest. Such circumstances may be a business interest or a personal interest in the subject matter – economical or otherwise – directly or through someone closely related. If we become aware of a potential conflict of interest we will, without delay, notify Hydro.

Minimum Age of Labour

As a supplier to Hydro we shall not employ children below the age of 15. If the child is secured the right to education, play, rest and family life, limited exceptions may be made if this is clearly in the best interest of the child.

Forced Labour

As a supplier to Hydro we will not engage or employ people against their own free will, nor will personnel be required to lodge "deposits" or identity papers upon commencing employment.

Freedom of Association & Right to Collective Bargaining

As a supplier to Hydro 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 we will provide our employees with opportunities to influence their work situation.

Working Hours

As a supplier to Hydro we will comply with local law or agreements regarding working hours.



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Page: 1 of 2

Wages

As a supplier to Hydro we will ensure that wages paid to employees and hired labour are considered fair.

Employment Practices

As a supplier to Hydro we will treat our employees equally and fairly. We will not accept any form of harassment or discrimination.

Minority Rights

As a supplier to Hydro we will pay special attention to the rights, requirements and cultural integrity of indigenous people affected by our operations.

Environment

As a supplier of Hydro we will undertake our operations with due respect for the environment. We will comply with national environmental legislation and discharge permits. We will work to minimize harmful discharge, emissions and waste production.

Health and Safety

As a supplier to Hydro we will work ambitiously, through continuous improvement, for a healthy, safe and secure work environment which as a minimum is in accordance with applicable law.

Selection of Business Partners, Agents and Other Intermediaries

As a supplier of Hydro we will promote the principles set forth in this Supplier Declaration to potential business partners, agents and intermediaries.

Standard towards own Suppliers

As a supplier of Hydro we will promote the implementation of the principles set forth in this Supplier Declaration towards our own suppliers.

By signing this Supplier Declaration the supplier is willing to start a process of documenting its promotion and performance of the above-mentioned principles.

Declaration signed by supplier

Supplier name: _____
Address: _____

Date: _____
Name: _____
Title: _____
Signature: _____