



Glamox Procurement Policy

1. Introduction

The purpose of this policy is to establish a robust framework ensuring that all procurement activities within Glamox are conducted in a sustainable, ethical, transparent, and compliant manner, aligned with applicable laws, regulations, recognized standards, and the Glamox Responsible Business Partner Policy.

2. Scope

This policy applies to all purchasing and logistics activities within Glamox AS and all companies in which Glamox AS directly or indirectly holds at least 50% of the shares. It also extends to suppliers, subcontractors, representatives, and other contracting parties. All parties are individually responsible for compliance.

Glamox aims to continuously enhance its competitive advantage through:

- Cost-optimized procurement
- Quality and logistics improvements
- Innovation in product and service development
- Long-term supplier relationships
- A resilient and sustainable supply chain

3. Policy Principles

3.1 Best Value for Money

Procurement decisions must ensure optimal value, balancing cost, quality, delivery, innovation, and risk. All purchases must align with business needs and be supported by due diligence.

3.2 Transparency and Accountability

Glamox upholds the highest ethical standards. Procurement must comply with:

- Anti-corruption laws
- Health, safety, and environmental regulations
- Sanctions and trade compliance
- Internal audit and reporting requirements

3.3 Sustainability and ESG Integration

Glamox partners with suppliers who:

- Comply with laws and regulations
- Respect human rights and labor standards
- Promote diversity, equity, and inclusion
- Minimize environmental impact

Glamox will prioritize suppliers with verified ESG credentials, including carbon footprint reduction, circular economy practices, and social impact initiatives.

3.4 Responsible Supply Chain Management

Suppliers must adhere to the Glamox Responsible Business Partner Policy and participate in the Supplier Sustainability Monitoring Platform. Non-compliance or failure to provide evidence may result in disqualification.

Glamox may conduct third-party audits or request corrective action plans for high-risk suppliers.



4. Tendering principles

4.1 Supplier Qualification

New suppliers must undergo a qualification process, including:

- Registration in the sustainability platform
- Financial and legal screening
- ESG and compliance checks

4.2 Competitive Bidding

- Number of competitive quotes required based on internal Procurement procedure
- Exceptions must be documented and approved
- Strategic sourcing may include e-auctions or framework agreements

4.3 Ethical Conduct

All procurement personnel must:

- Avoid conflicts of interest
- Declare any potential conflicts
- Comply with the Glamox Code of Conduct
- All other internal policies and procedures

4.5 Evaluation Criteria

Contracts shall be awarded based on:

- Fair competition
- Cost effectiveness
- Transparency
- Ethical business conduct
- Sustainability performance
- Glamox may apply weighted scoring models for tenders, incorporating ESG, innovation, and risk factors.

5. Confidentiality

Glamox protects all confidential and proprietary information shared during procurement. Suppliers must treat Glamox data as confidential and use it only for its intended purpose.

All suppliers must sign a Non-Disclosure Agreement (NDA) prior to accessing sensitive information.

6. Policy Review and Revision

This is second revision of Policy. Policy updates will be communicated via internal channels and supplier portals. Training will be provided to relevant stakeholders.