

Responsible Business Conduct Policy

2025



NORWEGIAN CHURCH AID
actalliance

Purpose

Norwegian Church Aid (NCA) is dedicated to ethical business, prioritising respect for individuals, society, and the environment. This policy outlines NCA's principles of ethical business conduct. As part of Ethical Trade Norway, we practice due diligence in all operations and comply with Ethical Trade Norway principles for sustainable business conduct. The principles in this policy align with NCA's 'Faith in Action' strategy and support the Sustainable Development Goals. NCA expects our suppliers and partners to adhere to these principles, ensuring a responsible supply chain.

Principles

NCA strives for a supply chain that respects human rights and the environment. The following principles, rooted in UN and ILO conventions, set our baseline standards for responsible business conduct. We adhere to local legal frameworks, applying stricter rules when they overlap with our principles.

1. DUE DILIGENCE

NCA must conduct risk assessments to identify potential negative impacts on people, society, and the environment. When risks are perceived, NCA must stop, prevent, and reduce such impact. Any measures put in place to minimise risk are monitored and evaluated. The measures are communicated to those affected by NCA operations. If activities are found to cause or contribute to a significant negative impact, the activities must stop, and a remedy must be provided. If our supplier is responsible for the negative impact, the supplier is responsible for providing a remedy.

2. RESPONSIBLE PURCHASING PRACTICES

NCA shall adapt our purchasing practices to strengthen, not undermine, our supplier's ability to meet our requirements related to people, society, and the environment. We strive to find suppliers that demonstrate the willingness and ability to contribute to positive development in the supply chain whenever possible.

3. FREEDOM OF ASSOCIATION AND WORKER REPRESENTATION

NCA supports the right to freedom of association and other forms of democratically elected worker representation. We are open to dialogue with

Type: Level 3, Policy

Approver: Secretary General

Owner: Director of Finance

Effective Date: 01.2025

Next Review Date: 01. 2028

Related documents:

[Code of Conduct for Contractors](#)

[Ethical Trade Norway](#)

worker representatives and other relevant stakeholders in our work with responsible business conduct.

4. SUPPLIER DEVELOPMENT

In dialogue with suppliers, NCA considers contributing to the capacity building that enables suppliers to comply with requirements related to responsible business conduct.

5. ANTI-CORRUPTION

NCA has zero tolerance for corruption. All staff are trained annually in ethical commitments and are responsible for implementing routines in their work. NCA employees must not offer or accept illegal or inappropriate monetary gifts or other compensation to gain personal or business benefits for themselves or others, including relatives, beneficiaries, agents, or suppliers.

6. ANTI-TERROR SCREENING

NCA shall actively mitigate the possibility of transferring funds or assets to individuals/entities engaged in terrorist activities. All suppliers and partners must be screened against sanctions lists from the United Nations, European Union, and other countries.

7. CONDITIONS IN THE SUPPLY CHAIN

NCA must ensure that contractors adhere to the code of conduct, which covers human rights, labour rights, anti-corruption, animal welfare, and environmental standards. As part of this commitment, NCA must inform the suppliers about this condition and require them to sign the code of conduct.

As a member of Ethical Trade Norway, NCA commits to Ethical Trade Norway's Declaration of Principles:

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-  1. No forced or compulsory labour
 -  2. Freedom of Association and the right to collective bargaining
 -  3. No child labour
 -  4. No discrimination at the workplace
 -  5. Harsh or Inhumane Treatment is prohibited
 -  6. The working environment is safe and hygienic.
 -  7. Wages meet national and/or international standards
 -  8. Working hours meet national and/or international laws
 -  9. Regular Employment meets national and/or international law
 -  10. No degradation of resources for marginalized populations
 -  11. Negative impact on the environment shall be reduced
 -  12. Zero tolerance for Corruption
 -  13. Animal welfare is respected