

Statnett expects all contractors to commit to actively prevent and proactively address unethical and illegal labor practices

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- to continually strengthen systems and practices ensuring compliance as labor crime is constantly developing. Uncovering and preventing labor crime requires continuous development of methods and approaches by all parties.
- to limit the use of subcontractors and conduct scrupulous and systematic controls of all sub-suppliers and when sourcing external personnel.
- to commit and ensure subcontractors loyalty to combatting labor crime, Statnett's expectations, ethical guidelines, and other contractual obligations.
- to inform all workers of their rights concerning wages and labour standards according to Statnett's expectations, ethical guidelines and contractual obligations. Information shall be disseminated regularly and clearly in the workers' mother tongue.
- to establish trustline systems for all employees of suppliers as well as sub-suppliers. Such systems must ensure anonymous whistle-blowing. Confidentiality and protection of whistle-blowers is a prerequisite.
- to ensure full disclosure of all relevant documentation from all involved parties.
- to require relevant documentation from more than one source, focusing on the realities on the ground for workers on site. Suppliers should be committed to gain knowledge, not knowing is no excuse for deviations.
- to notify Statnett immediately upon suspicion of or when uncovering unethical and illegal labor practices
- to act firmly and timely if incidents of unethical or illegal practices are uncovered.
- to ensure the physical security and job safety of all workers faced with serious labor crime. Actions to remedy and rectify these situations cannot be limited to those prescribed by legal frameworks and contractual obligations.