



Supplier Code of Conduct

I - INTRODUCTION

The purpose of Agder Gruppen's Supplier Code of Conduct ("SCoC") is to ensure ethical and responsible conduct for all suppliers and sub-suppliers of goods and services to Agder Gruppen. It sets out legal and social responsibility requirements for our Suppliers. These requirements are in addition to any requirements imposed by the Agreement.

Agder Gruppen is committed to contributing to sustainable development for present and future generations. This includes identifying, preventing, mitigating, and accounting for adverse environmental, human rights and governance impacts in our own operation and supply chain, and we expect the same commitment from our suppliers.

This Supplier Code of Conduct applies to all companies that supply products and/or services to Agder Gruppen. It includes suppliers and their sub-suppliers, as well as their employees and consultants (in the following referred to collectively as "suppliers"). Suppliers are responsible for ensuring compliance with this Code of Conduct within their own organization and within the supply chain. We expect you to read, understand and actively seek to comply with the SCoC. In case you are in doubt about the interpretation or applicability of this SCoC, seek advice from your respective business contact.

The SCoC is based on, but not limited to, the following internationally recognized standards:

- The United Nations' Global Compact, derived from: - The Universal Declaration of Human Rights
- OECD Guidelines for Multinational Enterprises
- The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work
- The Rio Declaration on Environment and Development
- The United Nations Convention Against Corruption
- UN Guiding Principles for Business and Human Rights

II - REQUIREMENTS

1. Laws and regulations

Suppliers must always respect and comply with the laws and regulations in the countries in which they operate.

2. Business Ethics

a. Anti-corruption and bribery

Suppliers and all persons acting on their behalf shall comply with all applicable anti-corruption laws while conducting business with Agder Gruppen. Bribery and any other form of corrupt business practice are strictly prohibited. The direct or indirect

offer, granting or acceptance of illegitimate benefits to generate, maintain or accelerate business is unacceptable. Suppliers must ensure that no such benefits are exchanged in the course of their business.

b. Gifts, hospitality and expenses

Suppliers shall not, directly or indirectly, offer gifts to Agder Gruppen employees or representatives or anyone closely related to these. Neither, Agder Gruppen nor its employees will accept or offer any gift, hospitality, promotional or other expenditure that may influence the recipient's integrity. Hospitality, such as social events, meals or entertainment may be offered if there is a business purpose involved, and the cost is kept within reasonable limits.

3. Human rights and working conditions

a. Non-Discrimination

Suppliers must respect the personal dignity, privacy and rights of each employee, and must not tolerate any physical or mental harassment or abuse, expressed verbally or non-verbally. Suppliers are expected to adopt and enforce policies which effectively prohibit discrimination or harassment on the grounds of gender, ethnic background, caste, religion, age, disability, marital status, sexual orientation, union membership or political affiliation.

b. No Child labour

Agder Gruppen does not accept child labor or any other form of exploitation of children. Suppliers shall always strictly follow legal requirements as well as ILO convention No. 138 on the minimum age for work and no.182 on child labour. Suppliers shall respect and comply with the provisions set down in the UN Convention on the Rights of the Child, Article 32.

c. No Forced Labour

Suppliers shall comply with ILO Convention no. 29 on forced labour and no. 105 on slave labour, i.a. by ensuring that they do not contribute to forced labour, slave labour or involuntary labour. As part of this, all employees within the supply chain shall be free to terminate their employment relationship, subject to a reasonable notice period. Suppliers shall not seize employees' identification documents or require deposits.

d. Freedom of association and the right to organize

Suppliers must adhere to international and national conventions and laws in the area of freedom of association, the right to collective bargaining and the right to form works' councils. Also, suppliers are expected to adopt an open attitude towards the activities of trade unions and their organizational activities.

e. Health and Safety

Suppliers must provide a safe and healthy working environment and take all feasible steps to prevent incidents and injuries. Suppliers must have an adequate, risk-based health and safety approach, including, for example, providing relevant instructions and training that is understandable to all employees.

4. Environment:

Suppliers shall take a precautionary approach towards environmental challenges, undertake initiatives to promote greater environmental responsibility, and encourage the development and diffusion of environmentally friendly technologies - looking to contribute to sustainable development. Suppliers shall act in accordance with relevant local and internationally recognized environmental standards, committing to proactively undertake initiatives to minimize its environmental impact and continuously improve its environmental performance.

III – COMPLIANCE WITH THIS CODE OF CONDUCT

Breach of the Supplier Code of Conduct is considered a material breach of the Agreement.

Suppliers are obliged to immediately notify Agder Gruppen in the event of any violations of the Code of Conduct that they discover within their own organization or at sub-suppliers. Suppliers shall take immediate action to rectify any such violations.