



Supplier Code of Conduct

1 Introduction

1.1 About Agder Rental AS

Agder Rental AS ('**Agder Rental**') is committed to conducting its business in a socially and environmentally responsible manner across all its operations. This includes respecting human rights, ensuring safe and secure working conditions, protecting the environment, preventing corruption, and adhering to good business practices.

These ethical guidelines establish minimum requirements applicable to all suppliers and their subcontractors. The guidelines are based on the UN Global Compact's ten principles concerning human rights, labor, environment, and anti-corruption, the Universal Declaration of Human Rights, the ETI Base Code, and relevant international conventions, including the ILO core conventions.

Where national legislation and these guidelines impose different requirements, the highest standard shall always apply. The guidelines are non-negotiable and should be regarded as an integrated part of the contractual relationship between Agder Rental and the supplier.

1.2 Definitions

Supplier: Any legal or natural person with whom Agder Rental has entered into an agreement for the delivery of goods or services.

Subcontractor: Any entity in the supply chain that directly or indirectly delivers goods or services that form part of the supplier's delivery to Agder Rental.

2 Requirements

2.1 Labor conditions and labor rights

There shall be no forced labor, bonded labor, or involuntary prison labor. Workers shall be free to leave the workplace after working hours and after reasonable notice.

Workers shall not be required to hand over identity documents or deposits. They have the right to freedom of association and collective bargaining without risk of reprisal.

Child labor is prohibited. People under the age of 18 must not perform work that is harmful, dangerous, or involves night shifts. The supplier shall have routines for age verification and handling any violations.

Wages and benefits shall at minimum comply with national legislation or applicable industry standards, whichever provides the best protection for the worker. Working hours and overtime shall comply with legal requirements and recommended limits.



Discrimination based on gender, age, ethnicity, religion, disability, sexual orientation, union membership, or political affiliation is prohibited. Physical or psychological abuse, harassment, threats, or other degrading treatment is not accepted.

Health, Safety and Environment (HSE)

The working environment shall be safe and hygienic, and risks of accidents and health damage shall be prevented through systematic measures. Workers shall receive regular and documented HSE training. There shall be access to clean drinking water and adequate sanitary facilities, and any accommodation provided shall meet acceptable standards.

Environment

Environmental considerations shall be maintained throughout the value chain. The supplier must comply with applicable environmental legislation and have systems for continuous improvement, including reduction of emissions, efficient resource use, and proper handling of waste and chemicals.

2.2 Animal Welfare

Animals shall be treated humanely and in accordance with applicable regulations. Materials from animals shall be by-products of food production.

2.3 Anti-Corruption and Business Ethics

Corruption, bribery, fraud, and other improper advantages are prohibited. The supplier shall comply with applicable competition laws and refrain from illegal cooperation on pricing or market sharing.

2.4 Confidentiality and Intellectual Property Rights

All confidential information and intellectual property rights belonging to Agder Rental shall be treated confidentially and only used for agreed purposes. Upon termination of the agreement, such information shall be returned or deleted.

2.5 Management System and Compliance

The supplier shall establish appropriate management systems to ensure compliance with these guidelines, designate a responsible person, and maintain necessary documentation. The guidelines shall also be made binding on subcontractors.

3 Control, Audits and Sanctions

Agder Rental reserves the right to conduct announced or unannounced inspections to verify compliance. In case of deviations, corrective actions are expected within an agreed timeframe. Repeated or serious violations may result in termination of cooperation and contract.

4 Signature

Place and date:

Supplier:

Name:

Signature: