

## **Our Supplier Code of Conduct**

### **“Requirements for Our Suppliers”**

We firmly believe that sustainable growth can only be achieved by working with suppliers who share our vision and ambitions. Through collaboration, mutual trust, and respect between Senab Eikeland and our suppliers, we can conduct successful business while maintaining our responsibilities as an ethical company.

Senab Eikeland’s Supplier Code of Conduct ensures that our suppliers meet fundamental requirements regarding human and labor rights, ethical production, anti-corruption, and environmental responsibility.

### **REQUIREMENTS FOR THE SUPPLY CHAIN**

Our suppliers — including service providers and manufacturers — must be informed of and confirm acceptance of our Code of Conduct (CoC). We expect our suppliers to implement similar guidelines within their own organizations. These guidelines will be subject to regular review and evaluation, and their implementation and compliance will be a key factor in our selection of business partners.

Suppliers are required to:

- Adhere to the Supplier Code of Conduct, including principles of sustainable business practices that cover fundamental requirements for human and labor rights, anti-corruption, environmental stewardship, and animal welfare.
- Conduct ongoing due diligence in accordance with the Norwegian Transparency Act (Åpenhetsloven) § 4, which includes identifying risks of adverse impacts on people, society, and the environment. Suppliers must implement measures to stop, prevent, or mitigate such impacts.
- Demonstrate a commitment to continuous improvement in their impact on people, society, and the environment, in collaboration with Senab Eikeland and other relevant parties.
- Provide documentation upon request on how they, and any subcontractors, comply with the Code of Conduct. This may include audits, risk assessments, and specific actions taken to ensure compliance.
- Immediately inform Senab Eikeland if they have business relationships with or operate in countries, companies, or entities subject to international sanctions. In such cases, we will engage in dialogue with the supplier to assess necessary measures to rectify the situation and ensure continued cooperation in compliance with applicable regulations.

Suppliers must ensure that any subcontractors involved in production adhere to the same requirements outlined in our Supplier Code of Conduct. Documentation confirming compliance must be available upon request. In the event of any non-compliance, immediate corrective actions are expected.

Identified or reported violations of the guidelines will be continuously reviewed. Repeated breaches or failure to address issues highlighted by Senab Eikeland will be considered a material breach of contract. If a supplier demonstrates an ongoing unwillingness or inability to comply, despite repeated communications, contract termination may result.

## **CORPORATE SOCIAL RESPONSIBILITY IN THE VALUE CHAIN**

We are committed to collaborating with suppliers who prioritize sustainable practices in their operations, make efficient use of resources, and minimize waste. We encourage our suppliers to develop and implement strategies for sustainable operations and to report on their progress and achievements in sustainability initiatives.

Senab Eikeland maintains a zero-tolerance policy for corruption and unethical behavior. Suppliers are expected to implement procedures to prevent bribery and undue influence across all aspects of their business operations. Suppliers must immediately report any breaches of ethical standards, and we will work with them to address these issues transparently.

## **SOCIALLY RESPONSIBLE PRODUCTION**

Our guidelines for ethical and responsible production are based on international UN and ILO conventions, setting minimum standards for our suppliers. Local production site legislation must be respected, with the highest standard applying where national laws and our guidelines overlap. Our suppliers must support and respect the protection of internationally proclaimed human rights and ensure that their business and subcontractors do not contribute to human rights violations.

### **1. Prohibition of Child Labor**

*UN Convention on the Rights of the Child, Article 32, and ILO Conventions No. 138 and 182*

- The minimum working age must comply with national laws and be no less than 15 years. Where the local minimum age is set at 14, as permitted under the exception in ILO Convention 138, this may be accepted.

- No person under 18 years shall perform hazardous work that could jeopardize their health and safety.
- A clear plan must be in place to phase out child labor that violates these conventions.

## **2. Prohibition of Forced or Slave Labor**

*ILO Conventions No. 29 and 105*

- No form of forced, slave, or involuntary labor shall occur.
- Workers shall not be required to deposit funds or identity papers with their employer and must be able to terminate their employment with reasonable notice.

## **3. Prohibition of Discrimination**

*ILO Conventions No. 100 and 111 and UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)*

- Discrimination based on gender, race, religion, sexual orientation, or other protected characteristics is prohibited.
- Protection must be established against sexually intrusive, threatening, offensive, or exploitative behavior and against discrimination or dismissal based on unjustified grounds, such as marriage, pregnancy, parental status, or HIV status.

## **4. Right to Freedom of Association and Collective Bargaining**

*ILO Conventions No. 87 and 98*

- Workers shall have the right to organize and bargain collectively.
- Trade union representatives must not be discriminated against for their work.
- Where the right to organize and/or bargain collectively is restricted by law, the employer must facilitate alternative mechanisms to ensure free and independent organization and negotiation.

## **5. Wages and Working Conditions**

*ILO Conventions No. 94 and 131*

- Wages must comply with national minimum wage requirements or industry standards, whichever is higher. Wages must always be sufficient to meet basic needs, including some discretionary income (ILO Convention No. 131).
- Working conditions must ensure all workers receive wages in line with prevailing standards and have the right to fair wages (ILO Convention No. 94).

- Working conditions must adhere to applicable labor laws in the production country, including statutory insurance and social security provisions.
- Wage deductions as disciplinary measures are not permitted.
- Workers with equal experience and qualifications shall receive equal pay for equal work.

## **6. Working Hours**

### *ILO Conventions No. 1 and 14*

- Working hours must comply with national laws or industry standards and not exceed the limits set by applicable international conventions. Normal working hours per week should typically not exceed 48 hours.
- Workers must have at least one day off every seven days.
- Overtime must be limited and voluntary. The recommended maximum overtime is 12 hours per week, resulting in a total of 60 hours per week. Exceptions may be accepted if regulated by a collective agreement or national law.
- Overtime must always be compensated at a premium rate, at least in line with applicable laws.

## **Marginalized Populations**

### *UN International Covenant on Civil and Political Rights, Articles 1 and 2*

The production and exploitation of natural resources must not threaten the livelihoods or income sources of indigenous peoples or other vulnerable populations. This includes avoiding the seizure of large tracts of land and ensuring the responsible use of water and other essential natural resources upon which these groups depend.

## **Human Trafficking**

All national and international laws against human trafficking must be upheld.

## **Conflict Minerals**

Senab Eikeland is committed to collecting information from suppliers regarding the use of conflict minerals and taking the necessary actions to avoid trading in products containing these materials.

## **Corruption**

All forms of bribery are unacceptable, including the use of alternative channels to secure illegitimate private or professional advantages for customers, agents, contractors, suppliers, their employees, or public officials.

## Environment

Negative environmental impacts must be reduced at all stages of the value chain. In line with the precautionary principle, measures must be implemented to continuously minimize greenhouse gas emissions, local pollution, and the use of harmful chemicals and pesticides. Additionally, emphasis must be placed on the sustainable use and management of natural resources such as water, oceans, forests, and land, while preserving biodiversity.

## Animal Welfare

Animals have intrinsic value, independent of their utility to humans. Animal welfare must be respected, and animals must be protected from unnecessary harm and stress. In the production of animal-based products, ethical considerations must be upheld throughout the value chain, with a minimum compliance level adhering to national and international animal welfare legislation.

## ENVIRONMENTAL PROTECTION AND SUSTAINABILITY

Senab Eikeland is committed to integrating environmental protection and sustainability into all processes. This includes adopting a proactive approach to addressing environmental challenges and minimizing negative impacts across our supply chains.

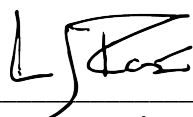
Suppliers are required to ensure environmental responsibility in their production processes, adopt a precautionary approach to environmental challenges, and promote the use of environmentally friendly technologies.

We require our suppliers to implement environmentally friendly and sustainable practices in their operations and comply with national and international environmental laws. Suppliers must maintain a continuous focus on the following elements:

- **Energy Efficiency:** Suppliers must continuously work to improve energy efficiency in production, including investments in technologies that reduce energy consumption.
- **Material Efficiency:** Suppliers are expected to maximize resource use and minimize waste, aiming to reduce material consumption and waste while contributing to recycling efforts.
- **Biodiversity:** Protecting biodiversity must be a priority. Suppliers should implement measures to preserve local ecosystems and resources, manage water responsibly, and avoid environmentally harmful product content.

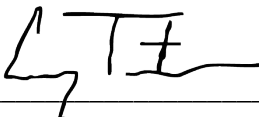
- **Collaboration on Sustainable Solutions:** We encourage suppliers to collaborate with us in developing sustainable solutions that can be implemented in production.

Revised and approved by the Board and Management of Senab Eikeland



Leif Arne Rosèn

Chairman



Hans Conny Torstensson

Board Member



Staffan Pehrson

Board Member



Bjarte Bergsagel

CEO



Marit Christin Asserson

COO