Human rights policy

Scope and compliance

Our Human Rights Policy applies all directors, employees and all hired or connected acting on behalf of our group or company.

Violation of this policy or the refusal to cooperate will result in disciplinary action for, up to and including termination and referral to the appropriate authorities.

We believe in and base our human rights policy on UN's "universal declaration of human rights". We acknowledge that our business is able to contribute to positive human rights impacts.

Our group is committed to common standards of business and ethical behaviour, compliance with all Norwegian laws and regulations, as well as our Code of Conduct, company policies, procedures and practices.

The objective of our Human Rights policy is to:

- Inform directors, employees hired or connected, business partners and customers of our commitment to human rights.
- Ensure high ethical standard developed with partners in "Future-Proof"

Diversity

We are encouraged by, and committed to maintaining workplaces and trade that are free from discrimination or harassment regarding political opinion, national or social origin, religion, age, disability, sexual orientation, race, sex or colour.

The basis for recruitment, hiring, placement, training, compensation and advancement in the group is qualifications, along with performance, skills and experience.

Freedom of Association

We respect all employees' right to join, form, or not to join a labour union, freely choose union represent. Where a legally recognised union represents employees, we are committed to establishing a constructive and open dialogue.

Safe workplace

We provide a safe workplace in compliance with all applicable safety and health laws and regulations. We are committed to maintaining a productive workplace, and together with the employees minimising the risk of injury and exposure to health risks.

We strongly oppose use of all forms of forced labour and any form of human trafficking. Our condemnation of child labour is absolute. Our internal employment minimum age is in compliance

with national laws, but in any case not lower than 15 years of age.

Compensation and working hours

The Company compensates employees competitively relative to the industry and local Labour market. We are committed to provide wages that cover basic needs and some discretionary income as a minimum.