



**STRYVO**



# Conduct Principles

This Conduct Principles has been established to ensure safe working conditions at Stryvo, to ensuring that workers are treated with respect and dignity, that the business operations are environmentally sound, and that the business is conducted in accordance with internationally recognised principles for business ethics.

Stryvo will comply with the following requirements:

### 1. National legislation

Stryvo will operate in full compliance with the legislation, rules and regulations and the highest standard will apply.

### 2. Human rights

Stryvo will support and respect the protection of internationally proclaimed human rights, such as the United Nations Universal Declaration of Human Rights.

### 3. Labour rights

Stryvo will uphold the human rights of workers, and treat them with dignity and respect as understood by the international community. The human rights of workers are defined in the Norwegian Law and by the International Labour Organisation Conventions.

The requirements are:

#### 3.1 Freely Chosen Employment

Forced, bonded or indentured labour or involuntary prison labour will not be used. All work will be voluntary, and workers shall be free to leave upon reasonable notice.

#### 3.2 Child Labour Avoidance

- Child labour will not be used. The term “child” refers to

any person under the age of 15. Workers under the age of 18 shall not perform work that is likely to jeopardise the health or safety of young workers.

### 3.3 Working Hours

- Work weeks will not to exceed the maximum set by the Norwegian law.

### 3.4 Wages and Benefits

- Wages paid for a normal work week will always meet at least legal or industry minimum standards and shall be sufficient to meet the basic needs of personnel and to provide some discretionary income.
- In compliance with the law workers will be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages will not be used as a disciplinary measure.

### 3.5 Humane Treatment

- The disciplinary policy and procedures are to be clearly defined and communicated to workers. There will be no harsh or inhumane treatment, including no sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers: nor will there be a threat of any such treatment.

### 3.6 Non-Discrimination

- Stryvo will not engage in discrimination based on gender, race, religion, sexual orientation, colour, age, ethnicity, disability, pregnancy, political affiliation, union membership or marital status when hiring or in conjunction with employment practices such as promotions, rewards, and access to training.
- In addition, workers or potential workers will not be subjected to medical tests that could be used in a discriminatory way.

### 3.7 Freedom of Association

- Open communication and direct engagement between workers and management will be used to resolve workplace and compensation issues.
- Stryvo will respect the rights of workers to associate freely, to join or not to join labour unions.

## 4. Health & Safety

### 4.1 Occupational Safety

Workers exposure to potential safety hazards will be minimised through proper administrative controls, preventative maintenance and safe work procedures as well as by ongoing safety training. Where hazards cannot be adequately controlled by these means, workers will be provided with appropriate, well-maintained, personal protective gear. Workers will not be disciplined for raising safety concerns.

### 4.2 Emergency Preparedness

Emergency situations and events will be identified and assessed, and their impact minimised by implementing emergency plans and response procedures, including emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and extinguishing equipment, adequate exit facilities and recovery plans.

### 4.3 Occupational Injury and Illness

Procedures and systems are in place to prevent, manage, track and report occupational injury and illness, including provisions to encourage worker to report, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and to help workers return to work.

#### 4.4 Sanitation, Food, and Housing

Workers will be provided with ready access to clean toilet facilities, water fit for human consumption and sanitary food preparation, storage, and eating facilities. Worker dormitories are kept clean and safe, and are provided with appropriate emergency exits, hot water for showering, and adequate heat and ventilation, as well as reasonable personal space along with reasonable entry and exit privileges.

### 5. The environment

In manufacturing operations, adverse effects on the community, the environment and natural resources will be minimised while safeguarding the health and safety of the public.

#### 5.1 Pollution Prevention and Resource Reduction

Waste of all types, including wastewater and energy, will be reduced or eliminated at source or by practices such as the modification of production, maintenance and facility processes, materials substitution, conservation and the recycling and reuse of materials.

#### 5.2 Hazardous Substances

Chemical and other materials that pose a hazard if released to the environment will be identified and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.

#### 5.3 Wastewater and Solid Waste

Wastewater and solid waste generated from operations, industrial processes and sanitation facilities will be characterised, monitored, controlled and treated as required prior to discharge or disposal.

#### 5.4 Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products

generated from operations are characterised, monitored, controlled and treated as required prior to discharge.

#### 5.7 Environmentally friendly technologies

Stryvo will choose environmentally effective technologies in their own production processes when this is available and seek to apply environmentally effective components and to strive to increase the use of technologies that reduce emissions of greenhouse gases

#### 5.8 Environmental Permits and Reporting

All required environmental permits, approvals and registrations are obtained, maintained.

### 6. Anticorruption

#### 6.1 Business Integrity

The highest standards of integrity will be made in all business interactions. Suppliers and their agents shall prohibit any and all forms of corruption and extortion.

#### 6.2 No Improper Advantage

Bribes or other means of obtaining undue or improper advantage are not to be offered or accepted.

### 7. Other ethical business practices

#### 7.2 Intellectual Property

Intellectual property rights are respected; the transfer of technology and knowhow from customers shall be done in a manner that protects intellectual property rights.

#### 7.3 Fair Trading, Advertising and Competition

Standards for fair trading, advertising and competition will be upheld.

## 7.5 Money Laundering

Stryvo will not take part in any forms of money laundering.

## 8. Implementation

### 8.1 Management System

The management system are made to ensure compliance with applicable legislation and regulations, conformance with this Principles and identification and mitigation of operational risks related to these Principles.

### 8.4 Records

Stryvo will maintain appropriate records to demonstrate conformance with the requirements of this Principles.

### 8.5 Communication of the Principles

These principles will be communicated to all workers, suppliers or subcontractors engaged in the supply chain. Suppliers should also take steps to ensure that their suppliers and subcontractors comply with requirements of this Principles.