

STRYVO SUPPLIER DECLARATION

Context and scope

Stryvo AS and its subsidiaries (hereinafter named as Stryvo) shall comply with all applicable laws and regulations and conduct its business with integrity, respecting cultures, dignity and rights of individuals everywhere we operate. Stryvo strives to ensure that our suppliers and sub-suppliers share our commitment to sustainability, safety, integrity, ethics and compliance. Thus, suppliers are expected to adhere to standards which are consistent with the Stryvo Supplier Declaration and its key principles relevant for suppliers which are laid out in this document.

Moreover, the supplier is obligated to share the requirements of the Declaration with its subcontractors, stipulate suitable contractual regulations and monitor implementation. Upon request, the supplier shall disclose and document to Stryvo their work for ensuring decent working conditions in connection with the production of goods and services.

This SCoC is based on international standards and goals, such as the 17 UN Sustainable Development goals, UN Guiding Principles on Business and Human Rights, the OECD Guidelines of Multinational Enterprises, the Core Convention of the International Labor Organization (ILO) and the ten principles of the UN Global Compact.

Compliance with Laws

As a supplier to Stryvo we will comply with all applicable laws and regulations, act ethically and in a sustainable and socially responsible manner. We will respect internationally recognized human rights and labour rights, and shall avoid being complicit in abuses of any kind. Where the provisions of applicable local laws and these principles address the same subject, the highest standard shall be applied.

Conflict of Interest

As a supplier to Stryvo we, and our employees, will not take part in or seek to influence any decision in circumstances that can give rise to an actual or perceived conflict of interest. If we become aware of potential conflict of interest, we will notify Stryvo without delay.

Corruption and improper Payments

As a supplier to Stryvo we shall comply with applicable laws and regulations concerning bribery, corruption, fraud and any other prohibited business practices. We will not request, accept or receive any improper advantage in order to allocate business or other advantages in the conduct of business. Further, we will not offer, promise or give any improper advantage to public officials or any individuals or corporate entities within the private sector, in order to obtain or retain business or any advantage in the conduct of business, or to make the official act or refrain from acting in relation to the performance of her/ his official duties.

This applies regardless of whether the improper advantage is offered directly or through an intermediary.

Gifts, Hospitality and Expenses

We are aware that Stryvo has a strict gift policy. We will therefore not offer gifts and other favours to Stryvo, Stryvo's employees, representatives, partners or anyone closely related, except for promotional items of minimal value.

Hospitality such as social events, meals or entertainment may be offered if there is a clear business reason and the costs are kept within reasonable limits. Travel, accommodation and other expenses for

individuals representing Stryvo, will always be paid by Stryvo, unless other arrangements are agreed in the contract.

Gifts, hospitality, expenses or other favours shall never be offered or received in connection with contract bidding, evaluation or award.

Money Laundering

As a supplier to Stryvo we shall be firmly opposed to all forms of money laundering and shall take steps to prevent its financial transactions from being used by others to launder money.

Competition

As a supplier to Stryvo we shall under no circumstances cause or be part of any breach of general or special competition regulations, such as illegal cooperation on pricing, illegal market sharing or any other behaviour that is in breach of relevant competition laws.

Data Privacy

As a supplier to Stryvo we are compliant with applicable local data privacy laws and regulations.

Health and Safety

As a supplier to Stryvo we will work ambitiously, through continuous improvement, for a healthy, safe and secure work environment which as a minimum is in accordance with applicable laws and regulations.

Forced Labour

As a supplier to Stryvo we will not engage or employ people against their own free will, nor will personnel be required to lodge “deposits” or identity papers upon commencing employment. As a supplier to Stryvo we will not engage or employ people through any form of forced, bonded or prison labour.

Minimum Age of Labour

As a supplier to Stryvo we will not employ children below the age of 16. We shall secure that persons under the age of 18 do not perform any hazardous work.

Freedom of Association

As a supplier to Stryvo we recognise our employees’ rights to form and join trade unions and to be represented in collective bargaining agreements, and equally their right to remain non-unionised. We will consult with employees and their trade unions on relevant matters and will provide our employees with opportunities to influence their work situation.

General Application

In cases where the supplier has employees working within the scope of a general application collective agreement, it shall be stated in the contract that the employees shall have at least the working conditions that arise from the General Application.

Employment Practices

As a supplier to Stryvo we will comply with local law and agreements regarding working hours and ensure that working hours are not excessive. We will ensure that wages paid to employees and hired labour are considered fair and in compliance with local law and agreements. We will secure that all our employees are provided with written agreements of employment setting out employment conditions in a language understandable to the employee and have access to effective grievance mechanisms.

Non-Discrimination

As a supplier to Stryvo we will treat our employees and hired labour equally and fairly. We will not accept any form of harassment or discrimination based on age, gender, religion or any other reason.

We will promote equal opportunity and fair treatment in employment and occupation for our employees and hired labour, including migrant workers.

Minority Rights

As a supplier to Stryvo we will pay special attention to the rights, requirements, values and integrity of indigenous peoples and other minority groups affected by our operations. To the extent our work may affect indigenous peoples or other minority groups, a process to minimise and manage such impacts will be undertaken.

Environment

As a supplier to Stryvo we will work to minimise negative impacts on the environment, taking into consideration the full life cycle of our products. We will work to achieve energy efficiency and minimise harmful discharge, emissions and waste production. We will comply with national environmental legislation and discharge permits.

Climate and nature protection

As a supplier to Stryvo we work to reduce the carbon footprint and strive to find economic solutions to improve energy efficiency, minimise energy consumption and switch to renewable energy sources. The aim should be to deploy decarbonization plans to reduce greenhouse gas emissions as far as possible and only then to compensate for residual emissions.

Dangerous substances and product safety

As a supplier to Stryvo we label hazardous materials, chemicals and substances and ensure their safe handling, movement, storage, recycling and disposal. We ensure that key employees are aware of product safety practices and have been trained accordingly.

We avoid all substances listed in the A20-list.

Human Trafficking and Sexual Services

As a Supplier to Stryvo, we will not accept any form of human trafficking and sexual services by our employees or sub-suppliers' employees in the context of our operations.

Business Partners, Agents and other Intermediaries

As a supplier to Stryvo we will ensure that no third party intermediary or agent will be contracted to work on behalf of Stryvo without specific approval in advance.

Whistleblowing – access to remedy

As a Supplier to Stryvo, we will ensure that all our employees and suppliers have the possibility to report concerns regarding potential breaches of the requirements set out in this document. Stryvo shall be notified of any investigation related to activities in contracts with Stryvo. Upon request, Stryvo will be given access to documentation related to any such investigation.

We will ensure that grievances/complaints related to the principles in this Supplier Declaration within our sphere of influence are handled professionally and that corrective measures are put in place as appropriate.

By signing this document we confirm that we fulfil the requirements in the Supplier Declaration. We agree that Stryvo may audit our practises in the aforementioned areas so as to make sure we comply with the requirements. We are aware that where a deviation can not be improved the business relations may be terminated.

Reg.number and legal name of supplier:...../.....

Date/place(official address):...../.....

Signature:.....

Name in capital letters.....

Job title / position.....