

SUPPLIERS' CODE OF CONDUCT – DRYTECH AS

Introduction

Drytech AS works to have a sustainable business practice that respects people, society, and the environment. This policy document, including principles for sustainable business practices, forms the basis of our sustainability work.

Drytech AS considers sustainable business practices to be a prerequisite for sustainable development, which means that current generations have their needs covered without destroying future generations' ability to have theirs covered. Drytech AS's goal is to run an efficient, sustainable and safe company with a focus on, and in partnership with, the customer.

The UN's sustainability goals are the world's joint action plan for sustainable development. Drytech AS works actively with the sustainability goals. Drytech AS seeks to actively promote good working and environmental conditions in the supply chain, the UN's sustainability goals 8.7 and 8.8.

Drytech AS is committed to working actively with due diligence assessments for sustainable business practices. Careful assessments are a risk-based approach to respecting and caring for people, society, and the environment in our own business and throughout the supply chain. We expect our suppliers and partners to follow the same approach.

Requirements for conditions in the supply chain

We expect our suppliers and partners to work purposefully and systematically to comply with our supplier guidelines, including principles for sustainable business practices, which cover basic requirements for human rights, employee rights, anti-corruption, animal welfare and the environment. Our suppliers must:

- follow vendor guidelines, including principles for sustainable business practices.
- work actively with due diligence assessments, ie: make your own risk assessments for negative impact on people, society and the environment, and stop, prevent and reduce such impact. The measures and their effect are monitored, assessed and communicated to those affected. Where the supplier is responsible for the negative impact/damage, the supplier is also responsible for recovery.
- show willingness and ability for continuous improvement for people, society and the environment through collaboration.
- at the request of Drytech AS, be able to document how they themselves, and possibly subcontractors, work to comply with the guidelines.

1. CONDITIONS AT THE WORKPLACE

1.1 Forced labour/slave labour (ILO Conventions No. 29 and 105)

There shall be no form of forced labour, slave labour or involuntary labour. Workers shall not have to submit a deposit or identity documents to the employer and shall be free to terminate the employment relationship with a reasonable period of notice.

1.2 Freedom of Association and Collective Bargaining (ILO Conventions No. 87, 98, 135 and 154)

Employees, without exception have the right to join or establish trade unions by their own choice, and to bargain collectively. The employer shall not discriminate against trade union representatives or prevent them from doing trade union work. If such rights are limited by law, the employer shall facilitate, and in no way hinder, parallel mechanisms for free and independent association and bargaining. Personnel shall have the right to leave the workplace premises after completing the standard working day.

1.3 Child labour (UN Convention on the Rights of the Child, ILO Conventions No. 79, 138, 182 and ILO Recommendation No. 146)

Children under the age of 18 shall not engage in labour that is hazardous to their health or safety, including night work. Children under the age of 15 (14 or 16 in certain countries) shall not engage in labour that may be detrimental to their education. New recruitment of child labour in contravention of the above-named conventions is unacceptable. If such child labour already takes place, efforts shall be made to phase it out as quickly as possible. At the same time, the children concerned shall be given the possibility of earning a livelihood and acquiring an education until they are no longer of compulsory school age.

1.4 Discrimination (ILO Conventions No. 100, 111, 143, 169, 183 and UN convention on Elimination of all forms of Discrimination against Women)

There shall be no discrimination in working life based on ethnic and national origin, religion, age, disability, gender, marital status, sexual orientation, trade union membership or political affiliation. Measures shall be established to protect employees from sexually intrusive, threatening, insulting or exploitative behavior, and from discrimination or termination of employment on unjustifiable grounds, e.g. marriage, pregnancy, parenthood or HIV status.

1.5 Harsh or inhumane treatment

Physical abuse or punishment or the threat of physical abuse shall be prohibited. The same applies to sexual or other abuse, and to other types of humiliation. All disciplinary procedures must be established in writing, and are to be explained verbally to workers in clear and understandable terms. The gathering and maintaining of information from sub-suppliers, customers and employees shall be done using precautionary procedures in order to prevent unauthorized disclosure or damage. Personal information shall always be managed with respect for personal integrity. The working environment shall offer satisfactory personal integrity. The solutions can vary but examples can include lockers for personal belongings and separated hygiene facilities for men and women.

1.6 Occupational health and safety (ILO Convention No. 155, 184 and Recommendation No. 164)

Efforts shall be made to provide a safe and healthy working environment for employees. Necessary measures shall be implemented to prevent and minimize accidents, injuries and damage to health as a result of or related to conditions at the workplace. Employees shall receive regular, documented health and safety training. Health and safety training shall be repeated for new employees.

A clear set of regulations and procedures must be established and followed regarding occupational health and safety, fire protection and emergency preparedness. A management representative responsible for the health and safety of all employees shall be appointed. The work with occupational health and safety shall be done in collaboration between management and employee representatives, in order to reach a long-term safe and healthy work place. Special protection and a safe working environment shall be in place for vulnerable individuals, such as young or pregnant workers.

The supplier shall register and document all accidents and injuries that affect the work force. In the event of an accident or injury, the supplier shall ensure the best possible protection of the employees, including provision of mandatory insurance programs. All employees shall have the right to leave the work place without asking for permission in the event of immediate danger.

Employees shall have access to clean sanitary facilities and clean drinking water. If necessary, the employer shall also ensure access to facilities for safe food storage. If the employer provides accommodation, it shall be clean, safe and adequately ventilated, and have access to clean sanitary facilities and clean drinking water. The supplier shall ensure that adequate medical assistance is available at the work place, such as first aid, personnel trained in first aid, or access to a nurse or doctor.

1.7 Wages (ILO Convention No. 131)

Employees' wages shall at least be in accordance with national provisions concerning minimum wages or industrial standards, and shall always be sufficient to cover fundamental needs. Wages, as well as the modalities of how and when wages are to be paid, shall be agreed in writing before work begins. The contract shall be comprehensible to the employee. It is prohibited to use wage deductions as a disciplinary measure.

1.8 Working hours (ILO Convention No. 1 and 14)

Working hours shall be in accordance with national legislation or industrial standards and shall not exceed the working hours laid down in current international conventions. It is recommended that working hours do not exceed 48 hours per week (8 hours per day). Employees shall have at least one free day per week. Overtime shall be limited. The recommended maximum overtime is 12 hours per week. Employees shall always receive overtime pay, as a minimum in accordance with current legislation.

1.9 Regular employment

Obligations to employees in accordance with international conventions and/or national legislation and regulations concerning regular employment shall not be avoided by using short-term contracts (such as contract labour, casual labour or day labour), sub-contractors or other labour relationships. All employees are entitled to a job contract written in a language they understand. The duration and content of apprenticeship programs shall be clearly defined. The supplier shall take into special consideration employees who have children, especially seasonal and migrant workers with children located distantly.

1.10 Corruption

Bribes, in the form of attempts to secure illegitimate private or work-related benefits to customers, agents, contractors or suppliers is unacceptable. Employees and managers shall not offer, promise, demand, require or accept illegal or unlawful monetary gifts or other forms of compensation in order to gain commercial advantages or benefits. Suppliers shall demonstrate transparency as far as possible, misleading or false information is not accepted.

2. CONDITIONS OUTSIDE THE WORKPLACE

2.1 Property and traditional resource use must be respected

By conflict with local communities on the use of land or other natural resources, the parties through negotiations must ensure to respect individual and collective rights to land and resources based on common custom or tradition, even if the rights are not formalized.

2.1 Marginalised population groups

Production and the extraction of raw materials for production shall not contribute to the destruction of the resource and income base for marginalised population groups, for example by laying claim to large land areas or other natural resources upon which such population groups depend.

2.2 Animal welfare

Animal ethics considerations must be taken in the entire supply chain regarding production of animal products

3. ENVIRONMENT

3.1 Production must not involve significant environmental damage

Production and extraction of raw materials should not involve environmental impacts of an extent that in the short or long term directly threatens human health, safety and environment. Local environment should not excessively be exposed to contamination. Hazardous chemicals and other harmful substances shall not be dumped in the natural environment.

3.2 National and international legislation and regulation of environment

Production shall not conflict with national or international environmental legislation and regulations. Necessary emission and discharge permits shall be obtained where required.

Environmental measures shall be applied where necessary throughout the production and distribution chain, from the production of raw materials to the sale of end-user products, and shall not be limited to the company's own operations and suppliers.

Signed on behalf of supplier: (name of supplier)

Place/date:

Name:

By my signature, I acknowledge that I have read, understand, and agree to the relevant UN and ILO conventions.