

Respect for Human Rights is one of the principles on which Nordox bases its operations.

Our commitment considers the UN's "Guiding Principles on Business and Human Rights", which has, since 2011, established global standards for evaluating management systems and potential human rights breaches linked to business activity. The guideline describes the duty institutions have to respect these rights, to act with due diligence to avoid violating the rights of others and address any unfavorable situation in which they may be involved.

Nordox promotes respect for human rights in all business relations and holds its contractors, customers, suppliers and other business partners to the same standards, paying particular attention to conflict and high-risk situations.

Nordox conducts an annual human rights assessment, which includes its entire value chain. Its purpose is to identify any potential violation within the scope of its operations and policy principles, securing compensation mechanisms to address possible gaps.

The Nordox Labor and Human Rights Policy strengthens and expands on the commitments already enshrined in the Nordox Anti-corruption Compliance Manual, Guidelines to Promote Competition (Retningslinjer for konkurransefremmende adferd), Privacy Protection in Nordox (Personvern i Nordox AS), and Nordox' Diversity, equality and inclusion policy implementation document. The Policy identifies twelve principles, classified into two macro-issues: "Labour practices" and "Community relations and Society", and sets out how environmental degradation and climate change are intertwined with human rights since the implementation of measures to mitigate their effects will happen only if their social impact is taken into account.

#### Employment practices

- Rejection of forced or compulsory labor and child labor
- Respect for diversity and non-discrimination
- Freedom of association and collective bargaining
- Health, safety and well-being
- Just and favourable working conditions

#### Communities and societies

- Environment

Ansvarlig: Tomasgaard, Lars		Godkjent av: Tomasgaard, Lars	
Versjon: 1	Sist revidert: 15.12.2022	Neste revisjon:	

- Respecting the rights of communities
- Respecting the rights of local communities
- Respecting the rights of indigenous and tribal peoples
- Integrity: zero tolerance of corruption
- Privacy
- Communications

Nordox monitors and reports its performance in the documents

- Årsrapport HMS
- Årsrapport AMU

Ansvarlig: Tomasgaard, Lars		Godkjent av: Tomasgaard, Lars	
Versjon: 1	Sist revidert: 15.12.2022	Neste revisjon:	