

SUPPLIER CONDUCT PRINCIPLES – version 01.01.2022

All suppliers, including subcontractors, agents and consultants, must adhere to Nettpartner's Supplier Conduct Principles. These principles spell out the minimum standards that we expect to see achieved over time and describe how our suppliers should act to ensure an ethical and socially responsible value chain for Nettpartner. Further requirements and guidelines from Nettpartner or Nettpartner's Client in specific projects may be established. Nettpartner will monitor compliance through a systematic, risk-based approach, which includes audits. Our suppliers are obliged to make the necessary resources, documentation and information available to Nettpartner.

If a supplier is unsure of the implications these Supplier Conduct Principles has on their deliveries, questions can be directed to Head of Procurement, see <https://www.nettpartner.no/> for contact information. Violations of Nettpartner's Supplier Conduct Principles could have consequences for the supplier relationship such as termination of contract, claims for compensation, police reports, and so on.

1. LABOUR RIGHTS AND STANDARDS

The supplier shall comply with and respect internationally recognized principles, standards, and rights, including ILO's core conventions: freedom of association and protection of the right to organize, right to organize and collective bargaining, forced labor convention, abolition of forced labor, minimum age convention, child labor, equal remuneration and discrimination.

2. EQUALITY AND DIVERSITY

The supplier shall promote equality in employment and have zero tolerance for direct or indirect discrimination based on religion, skin color, race, gender, sexual orientation, pregnancy, age, nationality, political affiliation, or disability.

The supplier shall prohibit and refuse to tolerate any unacceptable or degrading treatment and terminations on unreasonable grounds shall not occur.

Whistleblowers shall not be discriminated against or punished in any way for reporting an incident in good faith.

3. HEALTH AND SAFETY

The supplier shall ensure that all employees have a healthy and safe working environment in accordance with internationally recognized standards. The supplier must promote a culture with a focus on health, safety and environment (HSE). Hazards shall be identified, risk assessed, mitigated and monitored and the necessary precautionary measures taken to prevent accidents, occupational diseases and foreseeable emergency situations.

The supplier is obligated to obtain all necessary and statutory insurances. Whenever necessary Workers are to be provided with, and instructed to use, appropriate personal protective equipment.

Suppliers of services/subcontractors must fill and sign Nettpartner's HSE self-declaration form, which confirms that the supplier works systematically with health, safety and the environment.

4. ENVIRONMENT

Nettpartner will use procurement as an important tool to achieve our environmental and sustainability goals. Suppliers who work for Nettpartner must, as a minimum, be able to document that they have a system that meets the requirements of internal control regulations and environmental legislation. The supplier shall minimize its environmental impact and continuously contribute to measures that reduce emissions throughout the value chain.

Nettpartner will give preference to suppliers who have environmental certifications (such as ISO 14001), and suppliers who can deliver eco-labeled products as well as provide information about the emissions of the products (EPD) when choosing new suppliers.

Nettpartner shall always be able to carry out inspections of the supplier to ensure that the supplier complies with environmental standards and requirements.

5. ANTI-CORRUPTION

None of the supplier's employees or agents shall directly or indirectly offer, promise, give or receive bribes, illegal or inappropriate gifts or other improper benefits for the purpose of obtaining business or personal benefits.

The supplier shall be firmly opposed to all forms of corruption, and counteract money laundering, and take necessary precautions to prevent the company's financial transactions from being used to launder money.

6. WORK RELATED CRIMES

The supplier shall make sure that no forms of work-related crime (e.g., undeclared work, social dumping, unworthy pay and working conditions, etc.) occur, either in its own company, among its subcontractors or in the rest of the supplier's value chain. Nettpartner view such incidents as very significant, and breaches may result in termination of the contract with immediate effect.

7. COMPETITON

The supplier must set high business ethical standards and compete in accordance with applicable laws and business ethics. The supplier shall under no circumstances cause or be part of any breach of general or special competition regulations, including illegal cooperation on pricing, illegal sharing of market information, etc. The supplier shall act with honesty, fairness and integrity.

8. INTERNATIONAL SANCTIONS

The supplier shall not do business with countries, groups, organizations, or individuals who are subject to sanctions from the UN, EU, Norwegian authorities or other relevant local authorities. The supplier shall not use suppliers or partners operating in such countries without sufficient research to ensure that the products and/or services in question are not covered by the restrictions. The supplier's CEO is responsible for ensuring that this is done.

9. CONFLICT OF INTEREST

The supplier must actively refrain from actions and avoid situation where one could get into a conflict of interest. The supplier's employees shall not work with activities, directly or indirectly, where a conflict of interest may arise between Nettpartner and the supplier's employees, their family or related interests. The

supplier shall notify Nettpartner in writing of any situation where there is a possible or perceived conflict between personal interests and Nettpartner's interests.

11. DRUGS

It is not permitted to be under the influence of drugs, including alcohol and drugs, when working for Nettpartner. In the event of representation or participation in courses, conferences or other work-related occasions where there is access to alcohol, restraint shall be exercised, and one shall act in a manner that does not impact Nettpartner or own reputation or integrity.

12. RELATIONSHIP AND GIFTS

The supplier shall not, directly or indirectly, offer gifts to Nettpartner's employees, agents or anyone closely related to them. The supplier can offer social events, activities or meals if it has a clear professional purpose, but the cost is to be kept at an appropriate level. Costs related to travel and accommodation for Nettpartner's employees must always be paid for by Nettpartner.

13. SOCIAL MEDIA

The supplier is responsible for its employees' use of internet-based forums such as blog posts, photo sharing and participation in debates. One must especially be careful when posting information, photos or posts related to Nettpartner. This applies to both Nettpartner's business and Nettpartner's business connections.

Personal and confidential information shall not be disclosed, and colleagues, customers and other business associates shall not be cited or referred to without their approval. Intellectual property rights and copyrighted material must be respected.