

Ecohz Ethical Business Framework

Background

Ecohz' Ethical Business Framework is part of the formal governance regime in Ecohz and defines the corporate ethics and core principles for our company. According to Norwegian law, companies are also responsible for exploring whether their supply chain provides decent working conditions and fundamental human rights. Thus, we expect all our suppliers to comply with Ecohz' Ethical Business Framework.

Human rights

Ecohz supports and respects internationally proclaimed human rights, including the UN Declaration and conventions on human rights.

All suppliers shall respect the personal dignity, privacy, and rights of each individual they interact with during work and shall not, in any way, cause or contribute to the violation or circumvention of human rights.

Working conditions

Ecohz is committed to securing decent working conditions for all employees and expects our suppliers to be compliant with the following:

- Creating working conditions which foster fair employment practices where ethical conduct is recognized and valued.
- Being a professional workplace with an inclusive working environment and respecting the International Labour Organisation's fundamental conventions.
- Not employing or contracting child labour or any form of forced or compulsory labour, as defined by ILO fundamental conventions.
- Recognizing and respecting the right to freedom of association and the right to collective bargaining within national laws and regulations.
- Promoting equality in all employment practices.
- Securing that no direct or indirect discrimination takes place based on race, colour, gender, sexual orientation, age, disability, language, religion, employee representation, political or other opinions, national or social origin, property, birth or another status. Ecohz does not tolerate degrading treatments towards any employee, such as mental or sexual harassment or discriminatory gestures, language or physical contact that is sexual, coercive, threatening, abusive or exploitative.

Health, safety and employee security

Ecohz is committed to protecting the health and safety of all employees, including securing a healthy and sustainable work-life balance. Ecohz expects all suppliers to do their utmost to identify occupational risks, establish controls and monitor performance, and report this in a transparent and accurate manner.



Environment

Ecohz complies with, and where possible exceeds, minimum requirements as set out in relevant environmental legislation and regulations. Sustainability has a key influence on all decision-making within the organization.

Ecohz expects all suppliers to contribute to minimizing harmful emissions to environment, including waste, CO2 emissions and other air emissions and discharges to water.

Competition

Ecohz supports fair and open competition in all markets. Ecohz expects all suppliers to not cause or be part of any breach of competition regulations, such as illegal cooperation on pricing, illegal market sharing, or any other behavior that is in breach of relevant competition laws.

Corruption and bribery

Ecohz has zero tolerance for and is firmly opposed to all forms of corruption. Ecohz expects all suppliers to never offer, give, ask for, accept or receive any form of bribe. A bribe occurs when someone attempts to influence a decision by offering some form of undue or improper advantage, favour or incentive.

Gifts and business courtesies

Ecohz employees shall never offer or accept expensive or extravagant gifts, business courtesies or cash/cash equivalents as gifts. Ecohz expects suppliers to not offer or accept gifts or other remuneration if there is reason to believe that its purpose is to improperly influence business decisions.

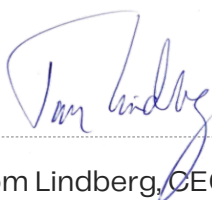
Money laundering

Ecohz is firmly opposed to all forms of money laundering. Money laundering in this context means to convert proceeds from criminal activities into assets which appear to be derived from legitimate sources.

Ecohz expects all suppliers to only conduct business with partners involved in legitimate business activities with funds derived from legitimate sources. Ecohz also expect suppliers to take reasonable steps to prevent and detect any illegal form of payment and prevent financial transactions from being used by others to launder money.

Personal data and privacy

Ecohz is compliant with the EU General Data Protection Regulatory (GDPR). Ecohz expects suppliers to only collect, process, and store personal data for legitimate business purposes, and to keep such data no longer than necessary for the purposes for which the data was collected.



Tom Lindberg, CEO of Ecohz AS
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