



AF Gruppen Supplier Declaration

Introduction

AF Gruppen ASA and its subsidiaries must be reliable. AF Gruppen want to be associated with suppliers and subcontractors who are committed to complying with the values and requirements outlined in our «Purpose, Objectives and Values»¹ and «Code of Conduct»¹. By entering into an agreement with AF Gruppen, you accept this declaration with all its contents. AF Gruppen has zero tolerance for behaviour that violates the provisions of this Supplier Declaration.

Compliance with legislation and the UN Global Compact

We confirm that we comply with all relevant legislation and regulations which apply in the countries we operate. We will also comply with the UN Global Compact², which contains important principles relating to human rights, working standards, the environment and anti-corruption.

Human rights and ILO-conventions

We will support and respect the protection of internationally recognised human rights, such as the Universal Declaration of Human Rights³ (1948) and relevant ILO-conventions⁴ within our own company and in our supply chains.

Working hours and wages

We will comply with local and national legislation and agreements relating to working hours and collective wage agreement. We will ensure that agreed wages will be paid to our employees and to employees in our supply chains.

Forced labour, social dumping and child labour

We will contribute to the abolition of all forms of forced labour, social dumping and child labour. No-one should experience having their identity papers taken away or having to pay any type of deposit in order to work. No form of oppression, threats or exploitation, verbal or physical, will be tolerated.

Health and Safety

We align with AF Gruppen's goal that no individual shall experience illness or injury on our projects, and we will work towards achieving this goal.

Working environment and discrimination

We will not accept any form of differential treatment, discrimination, harassment and bullying based on ethnicity, skin colour, religion, nationality, gender, sexual orientation, age and disability.

Behaviour and activities that do not promote a good working environment shall not occur. This includes, for example, threats, violent behaviour, and the distribution, sale, possession, and use of illegal drugs. No one must attend work under the influence of alcohol or other intoxicants.

Climate and environment

We take an active role in reducing greenhouse gas emissions from our services and deliveries. We seek to connect with suppliers with products and services with low greenhouse gas emissions. We will minimize the amount of waste on the construction site and use returnable packaging as far as possible. We will be a driving force in developing environmentally friendly sorting and return schemes for waste. We will organize our work and our services so that emissions in connection with transport are minimal.

Combating corruption

We are committed to addressing all types of corruption, bribery, and extortion. Gifts, meals and entertainment should not be offered in connection with tenders, tender evaluation or awarding contracts. In

other circumstances, such offerings may be permitted, but only to a limited degree and strictly for business purposes. AF Gruppen shall always pay for travel and accommodation for its employees.

Illicit work and money laundering

We are committed to avoiding any form of undeclared work, illegal sales, fictitious invoicing and we will ensure compliance with all laws and regulations that prohibit money laundering and other financial irregularities.

Price cooperation

We undertake to avoid participation in any form of price fixing or other anti-competitive actions and to immediately notify relevant authorities and AF Gruppen if we discover or have reason to suspect a violation of applicable competition law and regulations.

Conflict of interest

In our capacity as a supplier to AF Gruppen, we shall conduct ourselves in such a way that no doubts can be raised about our impartiality. Should we become aware of any such potential situation, we will immediately inform AF Gruppen.

Confidentiality and dealing with the media

Marketing, publication and mention of agreements entered into with AF Gruppen must be approved in advance by AF Gruppen. Any statement to the media must only be given with authorization from the Communications Director or the Group Management of AF Gruppen.

Subcontractors and partners

We are committed to promoting the principles of this Supplier Declaration in our supply chain. We will comply with the provision which states that we are not entitled to subcontract work unless such has been clarified in writing with AF Gruppen, and that work shall not be assigned to more than one underlying contractual relationship.

Notification

Reporting helps AF Gruppen to rectify and avoid objectionable conditions. Employees in our supply chains have - in addition to everyone else - the right to notify and must be protected against retaliation. As a supplier to AF Gruppen, we are obliged to inform about the possibility of notification via AF Gruppen's websites⁵.

Audit

We accept that AF Gruppen may conduct audits to ensure that our obligations in this document are being met. Necessary documentation will be provided in the event that such an audit is carried out.

Sanctions

We accept that AF Gruppen may sanction violations of this Supplier Declaration with the expulsion of persons, reduction of payment or termination of the contract.