

HUMAN RIGHTS POLICY



This policy outlines Envirex Group's commitment to human rights, which are fundamental and universal, belonging to every individual regardless of gender, age, sexual orientation, philosophy or nationality. Envirex Group is committed to upholding and respecting human rights in all aspects of our operations and relationships. Our core values and ethical guidelines define the standards of conduct we expect from our employees and partners.

This policy is aligned with internationally recognized conventions and ensures our commitment to uphold and promote human rights in all aspects of our business.

OUR GUIDING PRINCIPLES

Envirex Group adheres to the United Nations Guiding Principles on Business and Human Rights, which emphasize the responsibility of business enterprises to uphold human rights.

Our policy is based on the following international conventions and standards:

- The UN Universal Declaration of Human Rights
- The UN Guiding Principles on Business and Human Rights
- International Covenant on Civil and Political Rights
- The International Covenant on Economic, Social and Cultural Rights
- European Convention on Human Rights

We are committed to respecting all internationally recognized human rights and to integrating these principles into our strategy, operations and relationships.

OUR COMMITMENTS

We are committed to:

- **Fair treatment:** Everyone who works for or interacts with us is treated fairly and without discrimination.
- **Safe work environment:** We provide a safe workplace that prioritizes the health, safety and well-being of our employees.
- **Respect for community rights:** We respect the human rights of communities affected by our operations, including but not limited to:
 - Property rights
 - The right to subsistence
 - The right to access and use natural resources
 - The right to safety and health
 - The right to water and sanitation

- **Zero tolerance for exploitation:** We strongly oppose all forms of human trafficking, forced labor and child labor.

EMPLOYEE RIGHTS

Envirex Group is committed to creating and maintaining a safe, inclusive and diverse work environment that promotes equality and respect.

- We ensure equal rights, opportunities and pay for all employees.
- We actively promote a workplace culture where individuals feel valued and respected.
- Our robust Health, Safety and Environment (HSE) practices ensure that employees are protected, supported and provided with the necessary training and resources.
- We respect the right to freedom of association and comply with all gender equality and labor laws.

SUPPLIERS, PRODUCTS AND SERVICES

Envirex Group recognizes that our responsibility extends beyond our own operations. We actively work to promote ethical trade and justice throughout our supply chain.

Supplier responsibility

- We require our suppliers and business partners to comply with internationally recognized human rights standards.
- They must address the most vulnerable rights, including those of women, children, migrant workers and indigenous peoples.

Ethical products and services

- We strive to ensure that our products and services are not used in ways that violate human rights.
- We expect our partners to adhere to this policy and its principles.

OUR IMPLEMENTATION AND ACCOUNTABILITY

To uphold this policy, Envirex Group is committed to the following actions:

- **Due diligence:** We regularly assess human rights risks in our operations and supply chains and take proactive measures to mitigate potential violations.
- **Training and awareness:** Employees are trained on human rights and their role in ensuring compliance.
- **Complaint mechanisms:** We maintain accessible channels for employees, partners and communities to report concerns about human rights violations.
- **Continuous improvement:** We evaluate and refine our human rights practices through regular reviews and stakeholder feedback.

CORPORATE GOVERNANCE

The management of Envirex Group is responsible for implementing and maintaining this policy. We will work with stakeholders, monitor compliance and ensure transparency in our efforts to respect and protect human rights.

By embedding these principles into our culture and operations, we aim to make a positive contribution to society and set an example of responsible business practices.

Review date: 14.01.2025



Alice Asbjørnsen

Head of QHSE & Sustainability

Envirex Group AS