

Human Rights

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1 Purpose

This policy defines the company's commitment to respecting and promoting human rights, ethical conduct, fair working conditions, diversity, inclusion, and responsible business practices.

The company is committed to maintaining a safe, respectful, and inclusive working environment while operating in accordance with applicable legal, regulatory, and ethical requirements.

2 Scope

This policy applies to:

- all employees
- contractors and consultants
- suppliers and third parties where applicable
- operational activities and business relationships
- customer and stakeholder interactions

3 Roles and Responsibilities

Role	Responsibility
Management	Promote, support, and periodically review the company's human rights commitments.
Employees and Contractors	Treat others with dignity and respect, comply with company policies, and report concerns or violations.
Suppliers and Business Partners	Operate in accordance with applicable human rights, labour, and ethical requirements.

4 Policy Commitments

4.1 Respect for Human Rights

The company shall:

- respect internationally recognized human rights principles
- maintain fair and respectful working conditions
- support ethical and responsible business practices
- promote dignity, integrity, and equal treatment for all individuals
- maintain a workplace free from intimidation, abuse, discrimination, and harassment



4.2 Diversity, Inclusion and Workplace Conduct

The company shall:

- promote diversity and inclusion across the organization
- encourage respectful and professional workplace behaviour
- support open communication and collaboration
- prohibit discrimination based on protected characteristics or applicable legal protections
- maintain a workplace culture based on fairness, respect, and professionalism

4.3 Labour Rights and Working Conditions

The company shall:

- prohibit forced labour, human trafficking, and child labour
- support fair employment practices and lawful working conditions
- recognize employees' rights to freedom of association where applicable
- maintain safe and healthy working environments
- support employee wellbeing and workplace safety initiatives

4.4 Supplier and Stakeholder Expectations

The company expects suppliers, contractors, and third parties to:

- operate in accordance with applicable legal and ethical requirements
- respect internationally recognized human rights principles
- maintain safe and lawful working conditions
- prohibit forced labour, child labour, discrimination, and harassment
- support ethical and responsible business practices

Human rights considerations may form part of supplier assessments, operational reviews, and governance activities where applicable.

4.5 Reporting and Employee Support

Employees are encouraged to:

- report concerns, unsafe conditions, misconduct, or policy violations
- raise workplace concerns without fear of retaliation
- seek guidance from management where needed
- contribute to a respectful and safe working environment

The company shall maintain processes to support reporting, follow-up, and appropriate handling of concerns and incidents.

4.6 Compliance and Continuous Improvement

The company shall:

- comply with applicable labour, employment, and human rights legislation
- periodically review this policy and related governance procedures
- support awareness and training activities where relevant
- continuously improve governance and workplace practices where applicable
- maintain appropriate governance processes and accountability structures

5 Related Documents

Document	Description
POL-001 HSEQ Policy	Health, safety, environmental, and operational commitments
POL-003 Code of Conduct	Ethical conduct and workplace expectations
POL-005 Whistleblowing Policy	Reporting concerns and misconduct
REG-017 Approved Supplier Register	Supplier governance and monitoring
Supplier Questionnaire	Supplier ethical and compliance assessment

6 Revision History

Version	Date	Reason for Change	Author	Approver
V1.0	17-05-2026	Modernized policy structure and operational alignment	Ryan Forster	CEO

7 Approval

Name	Role	Date
Jørgen Nytrø	CEO	16-06-2026