

## TRY Group's Supplier declaration

TRY group has a number of requirements related to responsible business operations that suppliers who are selected as our partners must fulfil. It is an imperative requirement that all our suppliers sign on to these requirements, and at the same time ensure that their own subcontractors meet the same defined requirements.

By demanding that these requirements are met, we want to ensure that everyone involved in our projects and assignments has decent working conditions.

At the same time, we are working to set higher environmental requirements for our subcontractors.

As a minimum requirement, each supplier must ensure that:

- Comply with all applicable laws and regulations in the countries where the supplier is active
- Meet the requirements described below

In return, our suppliers can expect us to do the same in TRY.

**TRY's Code of Business Conduct** are based on the ILO conventions and the UN Global Compact.

Our ethical guidelines define the minimum requirements that we impose on ourselves and our suppliers and their subcontractors with regard to our impact on society and the environment.

### Who must apply to the principles?

The principles of responsible supplier behaviour apply to all TRY's suppliers, ie all companies and individuals who supply a product or service to units in TRY where TRY AS has a controlling interest.

We also expect our suppliers to "mirror" the requirements of these principles in contracts with their own suppliers (hereinafter referred to as subcontractors) including agents and intermediaries.

In other words, each supplier is responsible for its own subcontractors meeting the requirements for responsible business operations, which means that the supplier must be

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able to document that subcontractors are informed of this and ensure that the subcontractors act in accordance with these.

**TRY as a business partner**

We want to do business with suppliers who share our interest in sound business operations, and which means that our suppliers meet the following requirements:

**1.Human rights**

- Employees should be treated equally and equated with respect to opportunities regardless of race, colour, gender, religion, political views, nationality, social origin or other personal characteristics.
- All employees' right to establish and join trade unions and to negotiate collective bargaining shall be respected.
- There must be no forced labour, including slavery or punishment.

**2. Working Life Standards**

- There must be written guidelines that regulate working conditions, and which are clearly communicated to all employees.
- Child labour is as general rule prohibited. When children participate in productions, which entails children at work, then the current Norwegian rules on this is regulated in the Work Environment Act and regulations of December 6, 2011 No. 1355, covering demands related to organization, management and participation. This must be followed at all productions. When shooting productions outside Norway, local, national laws and regulations must be followed.
- The working hours must be in accordance with current law and industry standards.
- The working environment must be safe and hygienic, and the optimal health and safety precautions must be observed.
- Physical abuse, threats involving unusual punishment, disciplinary measures, sexual or other forms of harassment and threats on the part of the employer are strictly prohibited.

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- It must be documented that a health and safety management system has been implemented that is adapted to the scope, nature and risk picture of the business. The system should be based on internationally recognized principles and legislation.

### 3. Environmental footprint

- There must be guidelines for the environment and climate, which are adapted to the scope, nature and risk picture of the business. These should be based on internationally recognized principles and legislation. The guidelines should at least address energy consumption, emissions into air, soil or water and the treatment of hazardous substances and waste.
- There must be an analysis of potential risk to the environment.
- It must be documented that an environmental management system has been implemented that is adapted to the scope, nature and risk image of the business that ensures continuous improvement with a view to managing the risk. The system should be based on internationally recognized principles and legislation.

### 4. Ethical business operations

- **Integrity:** The supplier must act in an ethically sound, fair and professional manner in all contact with TRY and with its subcontractors.
- **Corruption:** Applicable laws and regulations that include bribes, corruption, fraud and any other form of illegal business activity must be complied with. The Supplier will not offer personalized gifts, catering, services or other kind of rewards to employees of TRY, which go beyond normally accepted frameworks.
- **Money laundering:** The provider must distance itself from any form of money laundering and take necessary precautions to prevent others from using the company's financial transactions to launder money.

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- **Competition conditions:** The Supplier shall not at any time violate general or specific competition rules, for example in the case of price co-operation or illegal market sharing or other actions that violate competition law.
- **Breach of rules:** If any breach of these rules is suspected, this must be reported immediately to TRY's management.

Date:

Company:

Name:

Title:

#### Appendix: TRY's Code of Business Conduct

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