

VIEW's Ethical Guidelines for Suppliers (Code of Conduct)

VIEW is conscious of its social responsibility. Our objective is to combine sound business practices and positively impact human rights, labour rights, and environmental protection, both within our own corporation and with our trading partners.

To elucidate our attitudes towards our suppliers, our own employees, and other collaborative partners, VIEW has adopted Ethical Guidelines for Suppliers. These guidelines are based on the requirements of UN and ILO conventions regarding labour and human rights.

VIEW expects our suppliers to ensure that both the supplier itself and subcontractors further down the supply chain comply with our Ethical Guidelines for Suppliers.

Suppliers and their subcontractors must, at a minimum, adhere to the laws of their respective countries. In cases where there is a conflict between relevant laws and regulations and VIEW's Ethical Guidelines for Suppliers, the stricter rule shall apply.

Whistleblowing

VIEW encourages the reporting of actions contrary to the law or our Ethical Guidelines. We urge individuals to voice concerns and report suspected or potential violations of the law or our ethical guidelines for employees or suppliers.

If a supplier discovers such a violation through internal controls or while monitoring its subcontractors, the supplier must promptly inform VIEW.

In cases of repeated deviations or if the supplier shows no willingness to rectify the situation, VIEW will consider terminating its business relationship with the supplier.

All breaches or suspicions of breaches should be reported immediately to VIEW at apenhetsloven@viewledger.com.

Our Core Principles on Sustainability

VIEW's ambition is to drive the achievement of the UN Sustainable Development Goals through the sustainable development of our own organization and society. Our

guidelines are based on applicable laws and regulations, key UN conventions, and ILO conventions.

These core sustainability principles must be acknowledged and implemented by our suppliers, and VIEW expects their subcontractors to adhere to them as well. VIEW may conduct supplier audits to verify compliance in accordance with existing supplier contracts.

Workplace Relationships

Non-Discrimination, Harassment, and Diversity (ILO Conventions No. 100, 111, and the UN Convention on the Elimination of All Forms of Discrimination Against Women)

VIEW will not tolerate any form of illegal discrimination in employment relationships. All employees at VIEW are equal, regardless of gender, pregnancy, childbirth or adoption leave, caregiving responsibilities, ethnicity, religion, beliefs, disabilities, sexual orientation, gender identity, gender expression, or age.

Discrimination against employees based on these factors should not occur, neither in the hiring process nor during employment. The individual characteristics of each person should be respected and valued.

VIEW expects non-discrimination and inclusion to be promoted throughout the entire supply chain.

Fair Wage and Equal Pay for Equal Work (ILO Conventions No. 100 and 131)

The wages paid to workers should at least align with national minimum wage regulations or industry standards, whichever is higher.

Suppliers must commit to paying a fair wage to all their employees. This entails timely payment of wages in accordance with applicable legal requirements.

Workers should receive equal pay for work of equal value.

The employer must ensure that all employees have adequate insurance coverage, benefits, and receive a written payslip every month containing information about

their salary, the number of work hours, as well as lawful deductions and overtime pay, if applicable.

Employment terms and salary payments should be contractually agreed upon in writing before work commences. The agreement should be understandable to the worker.

Employees' Working Hours (ILO Conventions No. 1 and 14)

Suppliers must ensure compliance with legally mandated working hour regulations, and the working hours should align with national laws or collective bargaining agreements. Required overtime work should be limited, and suppliers must ensure that employee's consent to any overtime work.

Suppliers should respect and adhere to applicable legislation, international conventions, and collective agreements, if applicable, regarding working hours, breaks, including overtime, as well as holidays, sick leave, parental leave, and other relevant absence regulations.

Suppliers should acknowledge employees' need for rest and ensure that all employees have the right to adequate paid leave, at least meeting national/international legal requirements.

Health, Safety, and Environment (ILO Convention No. 155 and Recommendation No. 164)

Workers should have a safe and healthy working environment. Necessary measures must be implemented to prevent and minimize accidents and health hazards resulting from or related to workplace conditions.

Workers should have access to clean sanitary facilities and clean drinking water. If an employer provides accommodation, it should be clean, safe, adequately ventilated, and have access to clean sanitary facilities and clean drinking water.

Human Rights:

- *Forced Labor and Modern Slavery (ILO Conventions No. 29 and 105):*
Suppliers are prohibited from using any form of forced labour. Workers must be employed voluntarily, without threats of violence, punishment, or restrictions on freedom of movement. Employees should not be required to deposit money, identity papers, or similar items to obtain or maintain employment. Workers should have the right to leave their employment with reasonable notice.
- *Child Labor (ILO Conventions No. 79, 138, 182, ILO Recommendation 146, and UN Convention on the Rights of the Child):*
Suppliers must not engage in child labour. A "child" refers to an individual under 15 years old, below the minimum age for completing compulsory education, or under the legal employment age in the respective country. The highest of these age limits should apply. In cases where the local minimum age is set to 14 in line with the exception in ILO Convention 138, this may be accepted. If suppliers employ workers under 18, they should ensure that these workers are not involved in hazardous or dangerous work, including overtime and night shifts.
- *Freedom of Association and the Right to Collective Bargaining (ILO Conventions No. 87, 98, 135, and 154):*
VIEW's suppliers must recognize and respect the right to freedom of association and collective bargaining. Workers have the right to establish or join trade unions or employee organizations. They should be allowed to collectively negotiate without fear of threats or reprisals. Suppliers should not discriminate against employee representatives or union members, who should have access to perform their duties as representatives in the workplace.
- *Anti-Corruption:*
VIEW's Zero Tolerance for Corruption: VIEW maintains a zero-tolerance policy for any form of corruption or bribery. There should be no occurrences of bribery or corruption in VIEW's business activities or among suppliers, distributors, agents, or joint venture partners. Suppliers are expected to exercise due diligence to prevent and detect corruption in all business dealings.

- *Privacy and Protection:*

Protection of Privacy: VIEW expects all suppliers to adhere to prevailing privacy and information security laws when collecting, storing, transmitting, sharing, or otherwise processing personal information concerning VIEW, its customers, and partners.

This comprehensive set of standards outlines VIEW's expectations regarding human rights, labour practices, anti-corruption measures, and data protection that suppliers are required to comply with.

Suppliers are required to implement necessary technical and organizational measures to protect personal information and confidential data.

Environmental Management

At VIEW, we are intensifying our efforts to understand our environmental impacts and risks while aiming to reduce our negative impact on the environment, climate, and nature. Suppliers must comply with all mandated environmental standards and adopt a precautionary approach to environmental and climate challenges. Suppliers are encouraged to work towards the development and utilization of environmentally friendly technology. They should conduct their operations in a manner that minimally impacts the environment and public health.

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