



CSR policy for suppliers

Abena's CSR policy for suppliers has been established in order to strengthen our work for conducting business in an economically socially responsible and environmentally sound way. This policy reflects Abena's view of humanity and is aligned with the views of Abena's customers. Abena support the UN Global Compact, a voluntary initiative to promote universal social, environmental ethical principles, and general understanding of corporate social responsibility (CSR).

To fulfil these obligations Abena is a member of amfori Business Social Compliance Initiative (BSCI) – an international organisation under FTA for improved working conditions.

Our aim is to:

- Engage with supplier to improve ethical, social and environmental performance
- Engage with suppliers to secure that suppliers work with CSR issues throughout the supply chain
- Reduce risk and protect the reputation of Abena

Supplier

To achieve these goals Abena has established a Code of Conduct that we expect our suppliers to adhere to when doing business with us. Abena expects its suppliers to be in compliance with all applicable national laws and regulations, industry minimum standards, ILO and UN Conventions, and any other relevant requirements. We expect our suppliers to minimise the impact on their operations on the environment, secure the safety of their workers, ensure fair and timely remuneration of their workforce and act with integrity while doing business. We recognize that many of our suppliers operate in different legal and cultural environments, and that interpreting and implementing these requirements may be challenging. Hence we strongly encourage our suppliers to initiate dialogue and engage with Abena if compliance with these standards cannot be achieved.

External Audits

The selection of suppliers for audit will be based on the following parameters:

- Manufacturing countries - high or low risk, as defined by BSCI
- Evaluation of the supplier
- Demands from customers

BSCI audits are conducted by an external bureau to secure an impartial and standardized audit. If issues are found the suppliers is required to work to improve these issues within an agreed time limit. A re-audit will be conducted to make sure that any issues are corrected.

Supply Chain

Abena's suppliers are required to inform their own suppliers about Abena's Code of Conduct. On request suppliers shall inform Abena of all sub suppliers that are used to produce our products.

Abena expects that its suppliers encourage and work with their own suppliers and subcontractors to ensure that they also strive to meet the principles of this CSR policy or an equivalent set of principles.

A handwritten signature in blue ink, appearing to read "Rune Bjerkestrand".

Rune Bjerkestrand

Managing Director, Abena Norge AS