

Business Partner Criteria

AFRY's vision is to provide leading solutions for generations to come. Our Business Partners, including suppliers, sub-consultants, freelancers, contractors, channel partners including intermediaries, or other persons working on AFRY's behalf, must conduct their business with integrity and we have summarized our expectations in these Business Partner Criteria.

Business Partners must act in compliance with applicable laws, regulations and standards in the countries of their operations. Where conflict between AFRY's Business Partner Criteria and Business Partners' own code of conduct arises, the higher standards must apply. Persons with access to AFRY's systems may additionally be asked to sign AFRY's Code of Conduct and other internal policies.

AFRY is a proud signatory of UN Global Compact and our commitment to the UNGC permeates the entire business. We expect our Business Partners to support this commitment.

Any queries concerning these Business Partner Criteria should be addressed to responsible AFRY representative. Suspected violations, including those by AFRY employees, can be reported through AFRY's whistleblowing line, Listen Up, or directly to the Chief Compliance & Ethics Officer of AFRY.

It is the responsibility of Business Partners to secure that their employees, sub-suppliers and sub-contractors are adequately informed and trained on the expectations of AFRY. If necessary, AFRY can be contacted for support with training.

Any hindrance to comply to this Business Partner Criteria must be flagged and addressed.

AFRY reserves the right to follow up on the compliance to the Business Partner Criteria through surveys and

audits to make sure that our Business Partners live up to the commitments.

Business Partners must allow their employees to voice concerns without fear for retaliation and support the investigations into alleged misconduct, as and when requested.

AFRY will review business relations, and where necessary suspend the relationship during investigation. If violations are detected, Business Partners will be requested to adapt or change to meet the criteria. Failure to do so can result in termination of the Business Partner's agreement with AFRY and legal actions for damages.

Business ethics

AFRY expects anyone that represents or is engaged by AFRY to conduct its business with integrity.

This includes:

- Work against all forms of corruption, including extortion, influence peddling and bribery.
- Never offer, promise, give, request, accept, redeem or collect any type of improper payments, gifts, contributions, hospitality, favours or benefits directly or indirectly to improperly obtain or retain a personal or undue business advantage from any public or private sector employee or representative.
- Do not collude in any unfair competition practices or other schemes that abets unethical practices.
- Avoid situations that may impede on objectivity and create conflicts of interest, and proactively seek to mitigate potential conflicts of interest if they arise.
- Ensure that all records, invoices and documentation that are submitted are correct, complete and transparent.

Health and Safety

AFRY expects its Business Partners to support a healthy and safe working environment for all.

This includes:

- Adhere to applicable health and safety standards at customers premises and reach out to AFRY representatives if in doubt.
- Promote a culture of duty of care of people and assets and high risk and security awareness.
- Stop work if there is any threat related to health or safety and report unsafe conditions.
- Employers must ensure that premises/factory conditions are such that employees can perform their functions in a safe and healthy environment, and provide sufficient information and training to employees so that they can understand what risks they are exposed to and the precautions to mitigate those risks, and take appropriate actions when necessary to prevent accidents and illnesses resulting from workplace conditions
- Children (i.e. a person below the age of 18 years) cannot be employed for any hazardous work, or work that is inconsistent with the child's personal development.

Environmental awareness

AFRY expects anyone working on an AFRY assignment to take a precautionary approach to environmental challenges. This includes:

- Implement systematic, standardized working practices underpinned by high levels of quality and environment awareness.
- Adopt an approach to problem-solving that puts equal emphasis on the requirements and quality criteria of the client and on due consideration for the environment and society.
- Make efficient and economical use of energy and natural resources in day-to-day operations including, but not limited to, preventing pollution, environmental degradation and negative impact on biodiversity.

Human Rights

AFRY expects its Business Partners to respect the protection of internationally proclaimed human rights and labor rights, and make sure that they are not complicit in human rights abuses. This includes:

- Treat co-workers with respect and dignity and do not promote or participate in any form of discrimination or harassment.
- Respect subjects' right to privacy, dignity and human autonomy when collecting, processing or storing personal data of employees, customers or other stakeholders, and when developing, deploying or using AI or automated solutions.
- Prevent forced labor, modern day slavery, exploitation and human trafficking.
- Seek to mitigate adverse human rights impacts such as displacement of people or negative impact on people's livelihood or loss of childhood.
- Employers must provide for fair and reasonable pay, terms and working hours that comply at a minimum with applicable laws or industry standards, whichever is higher, and allow employees to form, join, or not to join, trade unions or similar associations and to bargain collectively.

Information Security

Information is a vitally important asset and Business Partners share the responsibility to make sure that the information is kept safe and used appropriately.

- Business Partners must support the protection of business assets of AFRY and its Customers including information, trade secrets and intellectual property rights.
- Data must be kept secure whether processed manually or being automated and regardless of its form and context.
- Business Partners must ensure that all their employees who will be engaged on AFRY assignments or work with AFRY or client data understand and comply with project specific data security protocols.