

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 summarised 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 engaged by AFRY may additionally be asked to comply with AFRY's Code of Conduct and other internal policies.

AFRY is a proud signatory of the UN Global Compact, and our commitment to the UNGC permeates the entire business. We expect our Business Partners to enforce commensurate sustainability requirements, including protecting human rights and environmental standards, in their entire supply chain.

Any queries concerning these Business Partner Criteria should be addressed to the responsible AFRY representative. Hindrance to complying with this Business Partner Criteria must be flagged and addressed promptly.

Business Partners must allow their employees to voice their concerns and provide secure mechanisms for whistleblowing and raising human rights grievances, and they must protect whistleblowers from retaliation. 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.

Business Partners' responsibility is 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.

AFRY reserves the right to follow up on the compliance with the Business Partner Criteria through surveys and audits to make sure that our Business Partners live up to the commitments.

AFRY may review business relations, and where necessary, suspend the relationship during an 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 the termination of the Business Partner's agreement with AFRY and legal actions for damages.

Acknowledgment

Place:

Date:

Supplier Name:

(E-)Signature:

Name of Signatory:

Title of Signatory:

Supplier registration no:

Human Rights and Working Conditions

AFRY expects its Business Partners to respect and protect internationally proclaimed human rights stated in the International Bill of Human Rights and the labour rights stated in the ILO Declaration on Fundamental Principles and Right at Work. This includes providing for a safe and healthy working environment in their supply chain and make sure that they are not complicit in human rights abuses.

This includes:

- Prohibit Modern Slavery, including human trafficking, exploitation, forced or compulsory labor or servitude
- Prevent and prohibit child labor in their own operations and their value chain, 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.
- Treat co-workers with respect and dignity and do not tolerate or participate in any form of discrimination or harassment or punitive punishments.
- Provide fair and reasonable pay, decent working conditions, written employment terms, and adequate rest that comply at a minimum with applicable laws or industry standards, whichever is higher.
- Support women's rights including the promotion of equal pay for work of equal value and gender equality.
- Protect the rights of vulnerable, disadvantaged or marginalized groups in the societies, including the rights of minorities and indigenous people to access land, forest and water and from forced eviction.
- Support diversity, equity and inclusion and ensure that all employees have fair opportunities according to their abilities and qualifications in any employment decisions, regardless of ethnicity, age, disability, gender identity, nationality, political opinion, religion, and sexual orientation.
- Comply with applicable health and safety regulations and 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.
- Allow employees to stop working if there is any threat related to health or safety and report unsafe conditions without any impediment.

Business ethics

AFRY expects anyone that represents or is engaged by AFRY to conduct its business responsibly and ethically.

This includes:

- Work against all forms of corruption, including extortion, influence peddling and zero tolerance for bribery.
- Never offer, promise, give, request, accept, demand 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.
- Promote fair competition and anti-trust by not participating in any unfair competition practices or other schemes that abet unethical practices.
- Avoid conflicts of interests and situations that may impede objectivity, and proactively seek to mitigate potential conflicts of interest if they arise.
- Information must be disclosed transparently and in compliance with applicable tax laws and AFRY's requirements, including ensuring that all records, invoices, and documentation that are submitted are correct and complete and reflected accurately in the company's books and records.
- Adopt relevant measures, including KYC screening of third parties, to avoid participation in money laundering or terrorism financing, or breach sanctions regulations and export controls.
- Do not participate in counterfeiting or any other violations of intellectual property rights, including copyright, trademark, patent, business models, information, trade secrets and other intangible rights that underlie products and services.
- Refrain from any action which contributes to the financing of conflicts, and conduct human rights due diligence of the supply chain when sourcing minerals from conflict affected areas.
- Promote a culture of responsible business conduct that enhances the duty of care for people and assets, and limit the abuse by private or public security forces.
- Implement ethical recruiting practices with adequate and equal access to employment, vocational training and promotion opportunities.
- Allow employees to form, join or not to join, trade unions or similar associations and to bargain collectively.

Environment

AFRY expects anyone working on an AFRY assignment to take a responsible and precautionary approach to environmental challenges and minimize adverse impacts,

This includes:

- To take measures to identify significant environmental impacts and proactively implement actions to mitigate these.
- Implement systematic, standardized working practices underpinned by high levels of quality and environment awareness.
- All required permits must be obtained, maintained and reported according to local laws.
- Adhere to restrictions set out by applicable laws, regulations and AFRY's requirements regarding environment including climate.
- Identify and take measures to reduce own and value chain greenhouse gas emissions. It is encouraged to establish goals in line with the Paris Agreement including the 1.5°C ambition, as well as track and publicly report the efforts and achievements transparently.
- Make efficient, sustainable and economic use of energy, water and natural resources in operations and increase the use of renewable energy.
- Promote measures to reduce, reuse, and recycle and to contribute to the transition to a circular economy. Dispose of and minimize any waste responsibly.

Where applicable:

- Prevent environmental degradation, deforestation and negative impact on biodiversity and animal welfare.
- Make effort to minimize pollution and emissions that have negative impact on habitat, air, soil and water quality including use of hazardous substances or harmful chemicals and minimize and dispose responsibly any waste.

Information Security and Data Protection

Information and data are vitally important assets, must be kept safe and used appropriately.

This includes:

- Adopt proportionate measures to secure data management systems against cyber attacks and any misuse or tampering of data.
- Respect data subjects' right to privacy, dignity and human autonomy when collecting, processing, or storing personal data of employees, customers, or other stakeholders whether processed manually or automated regardless of its form and context.
- When developing, deploying, or using AI or automated solutions promote the principles of trustworthy AI including transparency, accountability, and explicability.
- Business Partners, including employees and subconsultants, who are engaged in AFRY's assignments or work with AFRY or clients' data understand their role in protecting personal data and complying with project specific information security protocols.
- Confidentiality regarding correspondence, business models, documents, contracts, negotiations, projects etc must be observed at all time.