



POLICY FOR HUMAN RIGHTS

AND DECENT WORKING CONDITIONS

Seistar Holding AS and its subsidiaries ("Seistar") respect and support internationally recognized human rights hereunder the International Bill of Human Rights and the core conventions of the International Labor Organization (ILO). Seistar further endorse the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises recognizing our responsibility to respect human rights and avoid complicity in human rights abuses.

In line with our commitment to respect ILO core labour standards, we respect freedom of association and collective bargaining. We support the elimination of all forms of forced or compulsory labour, the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation.

We will meet our responsibility to respect human rights by implementing these principles into our internal processes, policies and guidance that support our business activities. This includes conducting human rights due diligence and by doing this, we aim to identify potential impacts on the rights of individuals in local communities and workers affected by our business.

This policy applies to all employees, directors, officers, hired personnel, consultants and representatives and any person conducting work on behalf of or otherwise /representing Seistar or its subsidiaries.

Seistar expects its suppliers and business partners to conduct themselves in line with this policy's purpose, and to respect all internationally recognised human rights principles and fundamental employee rights as described above, as well as local legislations as applicable in their entire value chain as further set out in the Seistar Supplier Code of Conduct.

Everyone at Seistar is responsible for positively ensuring human rights and fundamental employee rights. The top management in each company is responsible for ensuring compliance with this policy, and that the organisation has appointed personnel with competencies who are assigned the task of ensuring compliance.