

Supplier Code of Conduct

I – INTRODUCTION

Vitalkost AS strives to conduct business in a responsible manner, based on the duty to respect human rights, labour rights, protect health, safety and the environment, prevent corruption and in general, apply sound business practices based on UN's global Compact's 10 principles.

In order to make Vitalkost's position clear to our suppliers, we have set up this Code of Conduct (hereinafter referred to as "CoC"). This CoC is based on the Universal Declaration of Human Rights, the ETI Base code, and UN Global Compact's 10 principles for sustainable development.

Vitalkost will, when selecting suppliers, in addition to other quality elements and commercial aspects, consider compliance with this CoC. The CoC outlines a minimum standard of conduct. We expect that our suppliers always try to exercise good judgement, care and consideration by following both the requirements and the intentions of the CoC.

Furthermore, we expect our suppliers to be transparent and have an open dialogue with us about challenges which they encounter as part of their operations. When this CoC has been communicated to a specific supplier, it shall be regarded as a contract document and as an integral part of any contract entered into between the Vitalkost and the supplier in question. In addition to adherence to this CoC, Vitalkost expects all suppliers to comply with applicable national and international laws and standards.

II – REQUIREMENTS

1. Legal requirements

We expect our suppliers in their business operations to be aware of the national legislation and general agreements in those countries where they operate, and to follow this legislation as a minimum requirement. The requirements of the code are not always limited to national legislation. If any requirement that we impose in the Supplier CoC conflicts with national legislation, the law takes preference. Should this be the case, the supplier must inform us immediately.

2. Working conditions

We require suppliers to prioritize the health and safety of their employees. This includes communicated and known health and safety policies. We therefore expect appropriate working protection to be used, equipment and premises to be safe, hazardous substances and waste to be handled in a safe way.

If the supplier provides employee housing facilities, these shall fulfil legal standards and be safe and hygienic, and provide satisfactory personal privacy and space.

3. Employees ' rights

3.1 Discrimination

Employees shall be appraised and treated on the basis of their own ability and qualifications to carry out their work, not on the basis of personal characteristics or convictions. No form of discrimination, for whatever reasons, is allowed.

3.2 Forced labour and punishment

No form of forced labour, involuntary or uncompensated work will be accepted. This includes all forms of compulsory agreements and illegal labour. No person may be detained at work against his or her will for any period of time. Under no circumstances may any employee be subject to corporal punishment or other forms of physical, sexual or psychological punishment, harassment or coercion.

3.3 Child labour

No person may be employed below the age for having completed compulsory schooling or under the age of 15 years (or 14 years in those countries referred to in article 2.4 of ILO convention no. 138). Work within apprenticeship may be carried out if this is consistent with national legislation. The employment of persons up to the age of 18 shall not put the person's education or personal development at a risk.

3.4 Wage

Statutory minimum wage is the lowest accepted salary. Collective agreement on higher salary, shall thereof, shall apply. The remuneration shall be paid on time, regularly, shall be commensurate to the performance. Vitalkost supports the idea of a living wage rather than a minimum wage. An employee should be able to live on the salary paid for a fulltime employment.

3.5 Working hours

The working hours may not exceed the limit of the national legislation. All work hours outside of work schedule must be voluntarily and paid for.

3.6 Absence or leave

All employees shall have the right to benefit from vacation, absence or leave and sick leave, regulated by the national law or general agreements, without receiving any negative impacts from the employer's side. Women shall have the right to be on leave in connection to and after childbirth, and may not be discrimination due to pregnancy.

3.7 Employment agreement

All employees shall have the right to a written employment agreement.

3.8 Freedom of association and the right to collective bargaining

Employees shall be free to exercise their legal rights to join, form or work for organizations which represent their interests as employees. Suppliers must not threaten or penalize workers, or in any other way restrict or interfere with employees' legal and peaceful exercise of their rights. Suppliers shall respect employees' rights to collective bargaining.

4. Environment

Suppliers shall be well informed about and comply with requirements in accordance with national legislation, regulations and industry standards. This involves being aware of and monitoring, as well as constantly working to mitigate or prevent negative environmental impact their operations.

5. Corruption

Suppliers, producers and distributors shall actively combat all forms of corruption or nepotism.

6. Implementation

Vitalkost requires that this Code of conduct will be applied in the daily work at our suppliers. In order to ensure that the code of conduct is practiced, Vitalkost reserves the right to carry out unannounced inspections of suppliers and manufacturers. Inspections can also be made by an independent third party of our choice. In the case of any deviation from this code of conduct, an open dialogue will be needed to work out a realistic action plan, which shall be implemented and followed up. This is to ensure a long-term relationship and mutual development.

We Vitalkost AS (name of the company), herewith confirm to comply with the above principles.

Signature : Thor Steinar Solwanf Place and date: 18/3-2023