

Revision history:

Rev:	Scope:	Date:	Written by:	Approved by:
00	Establishment of a new document	nov 22	SK/KME	Board of Directors

Ethical guidelines for Duun Industrier AS.

Duun Industrier AS works for, and wants to maintain good corporate culture where employees must seek mutual respect from both management and co-workers. Our vision 'We do ordinary things, extraordinarily well' must be lived up to in everyday work and right through to the final product of our machines and services.

- All statutory requirements that are applicable at all times must be respected and complied with.
- In all activities we are involved, we commit to maintain high ethical and moral standards. (We commit ourselves to high ethical and moral standards in all the activities we participate in.)
- We must respect and comply with basic human rights, labor rights and environmental requirements.

In order to achieve good relationships and a financially sustainable company, we work continuously to maintain high ethical standards for our employees and partners. We also expect our employees will meet business partners with a high ethical standard and represent the company in a dignified way.

Human rights and transparency

We work continuously to improve the facilities that we are obliged to have in order to meet the demand for equality and non-discrimination. The facilities must always follow the employees' needs and be assessed on an ongoing basis with changes in the group.

We are subject to the Transparency Act and thus have a duty to both carry out and report on due diligence assessments of human rights.

- No employee is a victim of compulsion or works involuntarily.
- Employees under the age of 15 are not employed.
- All job seekers and employees are treated equally, regardless of gender, orientation, skin colour, nationality, religion, ethnicity and any other characteristics.
- In our company, we continuously work with HSE to prevent accidents, and for our employees to feel safe when they are at work. HSE regulations and HSE instructions must be available to all employees at all times. We also follow up on agreements with occupational health services.
- Maintenance of all our facilities to maintain the standard required to ensure that, as far as practicable, it is arranged for our employees.
- We always strive for a healthy and safe working environment, we have committed safety representatives and trustees who take this task seriously. At the same time, we make our employees aware that everyone has a responsibility to create a good working environment among employees.
- All employees have the right to become members of trade unions if they wish, but also employees who choose to be unorganized must have the same rights and opportunities in the company.

Ethics and business.

We have zero tolerance for corruption and bribery. Any gifts or services received from suppliers or collaboration partners must be of no significant nature or financial value. Employees must also not enter into



a business relationship of dependence with the company's customers, suppliers or other connections. Our business activities must not be based on pressuring anyone to act contrary to their professional duty or ethical guidelines.

Employees

Employees are our greatest resource, and we must treat each other with mutual respect. We expect all employees to look after each other and have zero tolerance for discrimination. We must treat each other with understanding and care for the various situations we may find ourselves in.

It is expected that all employees familiarize themselves with the guidelines and will follow them. We encourage dialogue and discussion so that these stay up-to-date and correspond to the company's daily work. All Duun Industrier employees are subject to the guidelines. We also expect our collaboration partners to follow the same ethical standards.

- It is expected that all employees follow the guidelines and agreements that the company has.
- All employees have a responsibility to contribute to a good working environment.
- We hope everyone will do their job that all colleagues feel welcome.
- Zero tolerance for discrimination and bullying. We also expect a safety representative or line manager to be warned if such a situation arises.
- Employees must respect the building, equipment and machines that are owned by the company.
- Discussion and constructive criticism is fine, but stick to the facts and take a factual approach.

Duty to notify

All employees of Duun Industrier have the right and duty to report objectionable conditions. Notification is made in accordance with the company's notification routine, which is available to all employees. The employer has a duty to follow up on all reports, including anonymous ones. This is done by examining and treating unacceptable relationships.

Approved by the company's Board of Directors.