

Alento – Requirements for Ethical Conduct and Social Responsibility

Applies to suppliers and business partners

Principles for Sustainable Business Practices

Alento is a serious and responsible actor in the construction industry. Our objective is to contribute to a safe, orderly and sustainable working environment, with high ethical standards in all our business activities and procurement processes. Our operations shall be characterized by long-term thinking, quality and respect for people, society and the environment.

These guidelines clarify the requirements Alento sets for suppliers and business partners and form the basis for responsible and trust-based cooperation.

Requirements for Suppliers in the Value Chain

Alento's suppliers shall cooperate to ensure compliance with the requirements set out in this document, with the objective of establishing a sustainable and responsible value chain.

Suppliers shall map and be able to document compliance with these guidelines throughout the entire value chain, at no cost to Alento.

Suppliers subject to the Norwegian Transparency Act are required to conduct due diligence assessments and publish accounts of these on their own websites. Upon request, suppliers shall provide Alento with access to relevant documentation. Suppliers not subject to the Act shall, upon request, provide relevant information regarding supply chains and procurement of goods.

The contents of this document shall be communicated to all subcontractors and other parties within the value chain.

These guidelines are based on internationally recognized UN and ILO conventions and define minimum standards. Where national legislation and these requirements regulate the same matters, the strictest standard shall apply.

Whistleblowing

If unethical or unacceptable conditions are identified in connection with cooperation with Alento, we expect these to be reported. Alento has established a whistleblowing channel that may also be used anonymously: Whistleblowing – ALENTO.

Requirements for Ethical Conduct and Social Responsibility

1. Forced Labour and Modern Slavery

Forced and compulsory labour shall not occur. Workers shall not be required to provide deposits or identity documents and shall be free to terminate their employment with reasonable notice.

2. Freedom of Association and Collective Bargaining

Workers shall have the right to organize and engage in collective bargaining without interference or retaliation. Trade union representatives shall not be discriminated against.

3. Child Labour

The minimum age for workers shall comply with national legislation and international conventions. Children under

the age of 18 shall not perform work that is hazardous, harmful to health or involves night work. Illegal child labour shall be phased out through documented measures.

4. Discrimination

Discrimination in recruitment, remuneration, training, promotion or termination based on gender, age, ethnicity, religion, disability, sexual orientation, political views or trade union involvement shall not occur.

5. Harsh or Inhumane Treatment

Physical or psychological abuse, threats, sexual abuse or other degrading treatment is prohibited.

6. Health, Environment and Safety (HES)

The working environment shall be safe and health-promoting. Documented HES training shall be provided. Access to clean sanitary facilities and drinking water shall be ensured, and chemicals and hazardous substances shall be handled responsibly.

7. Wages

Wages shall at a minimum comply with applicable legislation or industry standards. Wage conditions shall be agreed upon in writing and be understandable to the worker. Wage deductions as a disciplinary measure are not permitted.

8. Working Hours

Working hours shall comply with national laws and international conventions. Overtime shall be limited, voluntary and compensated in accordance with applicable regulations.

9. Regular Employment

Obligations towards workers shall not be circumvented through irregular employment arrangements. All workers shall have a written employment contract in a language they understand. Apprenticeship schemes shall be clearly defined.

10. Marginalized Groups

Operations shall not contribute to undermining the livelihoods of indigenous peoples or other marginalized groups through irresponsible use of natural resources.

11. Environment

Negative environmental impact shall be reduced throughout the value chain. Applicable environmental legislation shall be complied with, and systematic efforts shall be made to reduce emissions, pollution and resource consumption.

12. Corruption

All forms of corruption, bribery and improper advantages are unacceptable.

13. Animal Welfare

Animal welfare shall be respected, and applicable laws and regulations shall be complied with.

14. Compliance

Alento reserves the right to conduct audits of suppliers' compliance with the requirements set out in this document. We encourage business partners to contribute improvement suggestions and engage in open dialogue.