

# Supplier Sustainability Policy

## Introduction

In an era defined by growing environmental and social responsibility, Auto-Maskin recognises the crucial role of its suppliers in building a more sustainable future.

Since the late 1960s, Auto-Maskin has pioneered electronic control solutions for the marine and industrial sectors. Driven by a deep commitment to responsible business practices, we have integrated sustainability into our operations.

As an extension of this commitment, we are pleased to present our Supplier Sustainability Policy. This policy outlines our expectations for ethical and responsible practices throughout our supply chain, fostering stronger partnerships and a collective impact on sustainability.

By embracing the principles outlined in this policy, our suppliers ensure alignment with our values and unlock opportunities for sustainable growth and shared success.

We encourage you to review the policy document in detail for further guidelines and expectations. We can build a more sustainable future, one partnership at a time. Please do not hesitate to contact us with any questions or concerns.

At Auto-Maskin, we believe that sustainability is not a goal but a journey. We invite you to join us on this journey as we collectively strive to make a positive impact on the world.

Auto-Maskin is committed to its Code of Conduct, which outlines the principles by which business is conducted, and this Supplier Sustainability Policy complements it.

## Applicability

The Supplier Sustainability Policy applies to all suppliers providing products and/or services to Auto-Maskin.

Workers/employees are all people working for the supplier, whether directly employed, subcontracted or employed by another agency.

Auto-Maskin expects the supplier to monitor its own suppliers to ensure compliance with environmental and social responsibility commitments.

## Sustainability principles for our suppliers

### In general

The supplier shall comply with all applicable laws and regulations, both local and international. This includes, but is not limited to, environmental regulations, labour laws, and export controls.

### Working environment

The Supplier should strive to be an attractive employer by creating a working environment based on collaboration, responsibility and openness. The well-being of employees is a top priority, and the company is committed to providing a safe and healthy work environment.

### Labour rights

Employees shall be recruited and promoted solely based on their qualifications for the job, regardless of race, religion, age, national origin, gender, sexual orientation, political opinion, union membership, marital status or disability unrelated to the task in question.

The Supplier should be committed to upholding human rights and shall not tolerate any form of harassment or violence in the workplace. The use of forced labour, child labour or any form of human trafficking is strictly prohibited in all company operations.

Further, products from suppliers and subcontractors that utilise child labour in their contracting, subcontracting, or other relationships for manufacturing shall not be accepted.

### Compensation

Each employee shall be rewarded correctly and fairly in proportion to their performance and contribution to the company's success.

The wages paid for a standard working week shall at least meet the legal or industry minimum standards and be sufficient to meet the basic needs of the employees.

### Freedom of Association

All employees shall have the right to form and join labour organisations. The Supplier shall respect the right of all unionised employees to bargain collectively.

The Supplier shall, in those situations in which the right of freedom of association and collective bargaining is restricted under law, facilitate means of independent and free association and bargaining for all such personnel.

## Environmental impact

The Supplier should commit to preventing or otherwise minimising any harmful effects their operations or products have on the environment.

The Supplier shall strive to minimise the environmental impact of its products throughout their life cycles.

## Compliance Expectations and Enforcement

Auto-Maskin requires all our suppliers to actively monitor their compliance with our policies and adhere to them fully. Each supplier is responsible for ensuring that their practices align with our standards outlined in this policy.

To support compliance, Auto-Maskin commits to:

- Providing clear guidance and support to help suppliers understand and meet our policy requirements.
- Engaging in open and transparent communication to address any questions or concerns regarding compliance.

In the event of non-compliance, Auto-Maskin reserves the right to take appropriate action to protect its interests and maintain the integrity of its operations.

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**Svein Arild Hagnæss**  
CEO