

HUMAN RIGHTS

TH-A-FP-0005

HUMAN RIGHTS POLICY

Techouse respect all internationally recognized human rights, including those set out in the International Bill of Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work.

This policy applies to every employee and all hired contract workers in Techouse. We are also committed to working with suppliers and business partners whose human rights standards are consistent with our own.

We are committed to

Comply with all applicable laws and respect internationally recognized human rights, in accordance with the UN Guiding Principles on Business and Human Rights, and in particular:

- Providing safe and healthy working conditions
- Opposing all forms of forced and compulsory labor
- The effective abolition of child labor
- The elimination of discrimination in respect of employment and occupation
- The freedom of association and the effective recognition of the right to collective bargaining
- Respecting the human rights in communities impacted by our activities

How we work

- We require all our employees and hired contract workers to comply with this policy
- We expect our suppliers and business partners to share our commitment to respect all internationally recognized human rights when working for or together with us.
- We will strive to influence our business relationships to avoid or mitigate adverse impacts to human rights linked to our activities.

We encourage you to address questions or concerns related to the inconsistent practice of this policy to the management group.



Svein Helge Pettersen
Chief Executive Officer

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