

# Company Human Rights Policy

Tech Trade is committed to the highest standards of business and ethical behaviour including compliance with applicable laws, regulations, as well as company's policies and procedures.

We conduct our business in a manner that respects the rights and dignity of all people, complying with applicable legal requirements. We support and acknowledge the internationally recognised human and labour rights standards as established in:

- the International Bill of Human Rights
- the United Nations Guiding principles on Business and Human Rights
- the ten principles of the UN Global Compact

We align our work with the United Nation's Sustainable Development Goals. Human rights are defined in this policy as rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status.



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## Implementation

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We expect all employees, consultants, suppliers, contractors, and business partners to adhere to this policy and the accompanying principles.

- We expect our employees, consultants, suppliers, contractors, and business partners to never infringe on human rights and to report any situation in which a human rights infringement is suspected.
- We will continuously assess human rights impacts from our operations by performing human rights due diligence and propose necessary preventive risk mitigating actions if needed.
- We will conduct risk assessment and audits of our suppliers, contractors, and business partners to assess where the risk of human rights infringements is highest in order to continuously improve our efforts to mitigate human rights violations. We offer a system for raising concerns in situations when our operations have affected or can potentially affect human rights of individuals, workers, and local communities.



## **Communication and Reporting**

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We will communicate this policy to Tech Trades' employees, consultants, suppliers, contractors, and business partners. We will continuously monitor our human rights work and impacts, and report and account for this due diligence through the appropriate reporting mechanisms.

## **Governance**

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This Human Rights Policy has been approved by the Board of Directors. The CEO is the owner of the policy and is ultimately responsible for the implementation and monitoring of its operational effectiveness.

The policy is subject to periodic reviews in consultation with respective functions and business units.



## Human Rights Principles

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### **Fairness, respect, and dignity**

*We treat everyone who works for Tech Trade with fairness, respect, and dignity.*

### **Anti-discrimination and harassment**

*We are committed to creating a working environment free from any form of discrimination, abuse, harassment, intimidation by or towards our employees or others affected by our operations.*

*We believe everyone should be treated with respect regardless of their backgrounds.*

*We are committed to the elimination of discrimination based on gender, race, ethnical background, sexual orientation, age, political beliefs, marital status, or any other status.*

### **Freedom of association and collective bargaining**

*We respect the freedom of association and right to collective bargaining.*

### **Child labour and modern slavery**

*We oppose any forms of child labour, human trafficking, modern slavery, compulsory or forced labour.*

### **Freedom of opinion and expression**

*We respect employees' rights to freedom of opinion and expression, freedom of thought, conscience, and religion.*

### **Fair working conditions**

*We provide fair working conditions to our employees, in accordance with all applicable legislation.*

### **Minority groups**

*We pay special attention to the rights, requirements, values and integrity of individuals and groups which may be particularly vulnerable to adverse impacts.*

### **Local communities**

*We respect the human rights of people who work in communities that may be affected by our operations.*

### **Remediation and grievance mechanisms**

*We will provide or cooperate in providing appropriate remediation to individuals, workers, and local communities, where we have caused or contributed to adverse impacts on human rights. To such effect, we will also, where relevant, provide or cooperate in providing effective grievance mechanisms.*

### **Environmental impact**

*We work systematically to minimize the environmental impact of all our operations.*



E. Fredriksen - Managing Director