

SUPPLIER DECLARATION

1. General

Compliance with laws and regulations

As a supplier to Karsten Moholt we are committed to appropriate and sustainable creation of prosperity and worth for the mutual benefit of owners, employees and the community in which we operate. To achieving this, we will comply with all applicable laws and regulations, including international conventions and agreements.

2. Labour & Employment

Employment Practices

As a supplier to Karsten Moholt we will treat our employees equally and fair. We will not accept any form of harassment or discrimination.

Minimum age of Labour

As a supplier to Karsten Moholt we will not employ children below the age of 15. Exceptions can be made only if the child is secured the rights to education, time to play and rest, to family life, and this whole situation is clearly in the interest of the child in compliance with the provisions and intentions in the *UN Convention on the Rights of the Child*.

Forced labour

As a supplier to Karsten Moholt we will not employ or engage people against their free will.

Freedom of Association

As a supplier to Karsten Moholt we recognize our employee's right to – or refraining from – forming and joining trade unions.

Right to collective Bargaining

As a supplier to Karsten Moholt we recognize our employee's right to – or refrain from – being involved in collective bargaining agreements.

Wages

As a supplier to Karsten Moholt we will ensure that wages paid to employees and hired labour are considered fair in respect to both local legislation and agreements as well as to international conventions.

Working Hours

As supplier to Karsten Moholt we will comply with local legislation and agreements regarding working hours.

Minority Rights

As a supplier to Karsten Moholt we recognize and respect the importance and value of all social, cultural, religious and spiritual values and practices of individuals, tribes and communities. If our work affects such indigenous communities or peoples, a process to manage and minimize this impact will be established.

3. Health, Safety & Environment

Occupational Health

As a supplier to Karsten Moholt we will work ambitiously for a healthy working environment in line with all relevant provisions, and continually strive to improve our performance.

Safety

As supplier to Karsten Moholt we will do our utmost to ensure a safe working environment for all our employees and hired labour.

Environment

As a supplier to Karsten Moholt we will do our utmost to reduce the negative and unwanted impact on the environment from our business. We are committed, in line with international provisions, conventions and standards, to continually improving our performance. We will work to achieve energy efficient and environmentally sustainable solutions in a life cycle perspective.

Security

As a supplier to Karsten Moholt we will strictly adhere to all security requirements laid down in the contractual documents.

4. Business, Finance & Economy

Improper Payments

As a supplier to Karsten Moholt we will not, for any reason in the conduct of business, offer, promise or give any improper advantage to a public officer or any other stakeholder to influence them in their performance of their duties.

This applies regardless whether the advantage is offered directly or through an intermediary.

Gifts, Hospitality & Expenses

As a supplier to Karsten Moholt we will not offer, in any form, way or by any means, directly or indirectly, to any Karsten Moholt employee or representative or anyone closely related to them gifts except promotional items of marginal value normally bearing a company logo.

Conflict of Interest

As a supplier to Karsten Moholt we, including our employees, will not take part in or seek to influence any decision under circumstances that can give rise to an actual or perceived conflict of interest.

Such circumstances may be a business or personal interest in the subject matter – economical or otherwise – directly or through someone closely related.

If we become aware of potential conflict of interest we will, without delay, notify Karsten Moholt.

Selection of Business Partners

As a supplier to Karsten Moholt we will ensure Business Partners adopting the principles and requirements set forth in this Supplier Declaration.

Agents and other Intermediaries

As a supplier to Karsten Moholt we will ensure Agents and other Intermediaries adopting the principles and requirements set forth in this Supplier Declaration.

Standards towards own Suppliers

As a supplier to Karsten Moholt we will ensure the implementation of the principles set forth in this Supplier Declaration towards own suppliers.

Declaration signed by supplier

By signing this document you confirm that you fulfil the requirements in this Supplier Declaration. To the extent you are not able, upon our request, to provide supporting documentation with respect to fulfilment of the requirements; you confirm your willingness to start a process of documenting your promotion and performance.

Suppliers name _____

Address _____

Date _____

Title _____

Signature _____