



ETHICS AND SOCIAL RESPONSIBILITY

Policy for ethics and social responsibility in IKM

- We will always carry out our work in line with IKM's current policies and Code of Conduct
- We will conduct our business in accordance with the UN's Guiding Principles for Business and Human Rights and the ten principles of the UN Global Compact.
- We will always follow applicable labour legislation, signed collective agreements and our set of company values.
- There will be no discrimination or harassment on basis of gender, sexual orientation, race/ nationality, age, religion, disability or political conviction
- IKM shall be aware of its obligations related to privacy and shall handle personal data in a responsible manner in accordance with applicable legislation.
- IKM will build a culture where employees can speak out about the business. The Employees confidentiality and loyalty agreements shall not prevent them from reporting matters worthy of criticism.
- All employees are free to join a trade union
- We will always ensure that child labour is not used in the performance of work by us or our sub-contractors.
- We are against all forms of corruption and are committed to conducting our business in accordance with the high ethical standards reflected in our "Ethical Guidelines".
- We shall always try to avoid using minerals that are mined and sold from countries where armed conflicts, oppression and violence are occurring
- We believe in fair and open competition and operate our business in accordance with applicable competition and antitrust legislation in the markets we operate.

Ståle Kyllingstad, CEO

Sola, 7th of January 2021

