

BERIKA

you're welcome!

DECLARATION OF HUMAN RIGHTS

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DECLARATION

The Declaration of Human Rights is formally adopted by the Berika Board and is subsequently implemented by all affiliated companies.

Our Declaration of Human Rights is in line with our clear expectations for all our employees, including members of management, leaders, directors, as well as our suppliers, customers, business partners, and other third parties we collaborate with.

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DECLARATION OF HUMAN RIGHTS

In Berika, we are deeply committed to upholding respect for human life, human dignity, and integrity. Our goal is to cultivate a corporate culture that fosters mutual understanding and respect among our employees. We firmly believe that this contributes to creating an atmosphere of trust and security, forming a strong foundation for outstanding job performance. We continuously work to facilitate the success and personal development of our employees at Berika. We have a commitment to uphold human rights in all areas of our business operations and corporate structure. This commitment extends to all links in our value chain, encompassing all our stakeholders, including employees, suppliers, the communities in which we operate, and our business partners.



MEASURES TO PREVENT HUMAN RIGHTS VIOLATIONS

To prevent human rights violations at Berika or among our partners and stakeholders, we implement a range of measures:

- We provide information to both employees and stakeholders about what constitutes human rights violations and how to avoid such situations. This is done through supplier approvals and internal guidelines.
- We educate employees and stakeholders about the procedures for reporting human rights violations.
- We conduct assessments of suppliers' compliance with human rights through supplier evaluations and physical visits
- We conduct risk assessments to identify potential human rights violations among our suppliers and partners.
- If human rights violations are identified within Berika, we take measures to limit the damage, compensate affected parties, and rectify the situation so that we operate in accordance with human rights.

If one of our business partners is involved in human rights violations, Berika will express its concerns to the respective partner and demand corrective action. If the requirements for correction are not heeded, termination of the collaboration must be considered.

CHILDREN'S RIGHTS

According to the International Labour Organization (ILO), child labor is defined as work that deprives children of their childhood, their potential, and their dignity, and that is harmful to their physical and mental development. This includes work that is mentally, physically, socially, or morally dangerous or harmful to children, as well as work that interferes with their schooling by preventing them from attending school, forcing them to leave school prematurely, or requiring them to attempt to combine school attendance with heavy and prolonged work.

At Berika, we do not accept the exploitation of children, and we will not tolerate the use of child labor in either our value chain or any of our affiliated companies.

If cases of child labor are discovered within our own operations, they will be immediately terminated, and necessary improvement measures will be implemented to prevent such situations in the future.



THE RIGHT TO FREEDOM AND SAFETY

All employees, part-time workers, and temporary staff at Berika shall have good working conditions based on contracts that provide security and predictability. We ensure that all employees at Berika receive a fair and decent wage that ensures a dignified life for their families.

We aim to accommodate families working at Berika, and therefore, we are as flexible as possible within our operations. Working hours should generally be organized in such a way that employees can normally manage their tasks within the agreed-upon working hours to avoid overburdening.

Overtime work shall adhere to collective bargaining agreements or agreements with employee representatives.



NON-DISCRIMINATION

We are committed to promoting an inclusive culture and do not discriminate against individuals based on race, color, gender, age, nationality, religion, sexual orientation, gender identity and expression, marital status, citizenship, or disability.

Berika supports the UN's global standards for LGBTI rights in the business sector. We continuously work to ensure that there is no discrimination within Berika and our affiliated companies. This is achieved through anonymous surveys, employee discussions, and information about reporting systems that are available to all employees.

FREEDOM OF ASSOCIATION AND ORGANIZATION

We exercise respect for freedom of organization and recognize the right to collective bargaining. We value a respectful and constructive dialogue between management and trade unions.

Berika and all our affiliated companies are committed to maintaining a respectful dialogue and a strong collaboration between management and employee representatives.

FREEDOM OF SPEECH

At Berika, we value diverse perspectives and opinions. This contributes to sharpening us and maintaining focus in our daily work. We expect that communication, both internally and with our stakeholders, is open, honest, fact-based, and respectful.

We will always protect a work environment where employees feel free to express their opinions without fear of negative consequences or punishment.

We commit to creating a work culture that promotes open communication and supports employees in reporting potential violations of Norwegian law or company guidelines.

Whistleblowing procedures are clearly communicated through various channels, both internal and external resources, to make it easy for employees and external stakeholders to raise concerns.

We commit to handling all reports in a respectful, fair, and professional manner.



PRIVACY

We respect the privacy of our employees, customers, and other individuals. Berika maintains a stringent practice when it comes to monitoring or intruding on employees' privacy. If there is a need for monitoring in specific parts of the business or operations, it shall be carried out in accordance with applicable legal regulations.

The collection and processing of personal information about employees, customers, or other business partners shall always be conducted in compliance with applicable laws and in accordance with the EU's General Data Protection Regulation (GDPR). We take privacy seriously and ensure that all collected personal information is handled in a lawful and responsible manner.

PERSONAL GROWTH

Berika places emphasis on the development and enhancement of competence among our employees, both to maintain our competitiveness in the market and to be an attractive workplace. We recognize that knowledge provides a sense of security and self-worth, forming a solid foundation for our employees to perform at a high level. It is this strength that propels Berika to reach new heights.

We believe in creating an environment where our employees feel supported and encouraged to pursue new skills and knowledge.

DIVERSITY AND EQUALITY

We actively work for equality and against discrimination based on gender, pregnancy, childbirth or adoption leave, caregiving responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity and expression, as well as combinations of these criteria. Our values are reflected in our efforts to enhance value for our customers.

We seek, hire, and retain the best talent regardless of the criteria mentioned above, which is also in line with the market we operate in. We recognize that developing and retaining a diverse workforce gives us a competitive advantage.

Diversity in backgrounds, skills, and experiences fosters new ideas and products, increasing our chances of achieving our common goals.

RESPONSIBLE PROCUREMENT

We are conscious of our responsibility in the procurement process and also recognize our opportunity to contribute to responsible development among our suppliers. By choosing to maintain relationships with suppliers that do not undermine human rights or our criteria for responsible procurement, we aim to promote positive development.

We emphasize selecting suppliers who actively engage with people and communities within their organization and in their local environment.

If we discover violations of our responsible procurement policy among any of our suppliers, we will guide them to help them meet our requirements.

MARGINALIZED POPULATIONS

The production and extraction of raw materials for Berika's supply shall not contribute to the destruction of the resource and income base for marginalized populations. This means that there should be no seizure of large land areas or other natural resources that are crucial to the livelihoods of these population groups.

INFORMATION AND INVOLVEMENT

Effective internal communication and proximity between management and employees are significant strengths for Berika. This enables rapid adaptation, a broad customer and product portfolio, and dynamic improvement efforts. The goal of transparency is to give employees a stronger sense of ownership in their work and the company. All employees should be involved in decisions that affect them and their workplace. We ensure that employees receive information about company strategies and progress through regular meetings, intranet, information screens, or other appropriate communication channels, depending on the message to be conveyed or the need for the communication format.

We also maintain good and continuous communication with our local community and stakeholders regarding matters that concern them.

IMPLEMENTATION AND ADHERENCE TO A DECLARATION

- Berika and its affiliated companies shall actively communicate our human rights policy to all managers and employee representatives.
- Regular risk assessments will be conducted in Berika and its affiliated companies to identify deviations from our declared responsible principles.

These deviations shall be reported to the management. Risk assessments shall be conducted every two years and continuously during major changes, such as supplier agreements.

- Procurement personnel shall receive training on internal supplier requirements.
- Operations meetings and management meetings will be held to ensure effective communication and collaboration.

ROLES AND RESPONSIBILITIES

The top management in the group is responsible for the implementation of the human rights declaration.

Each individual leader is also responsible for ensuring that the declaration is adhered to within their own division at all times.

Any deviations from these guidelines should be reported to the immediate supervisor and top management. Compliance and monitoring of the requirements will be assessed and reported in Berika's annual report.