



FRØY

Human Rights Policy

Dokumentadministrator: Thea Farstad Blindheimsvik

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Human Rights Policy

Approved by: Chief Executive Officer**Executive party:** Head of HR and Administration

POLICY

Frøy ASA, hereby referred to as Frøy, regards the fulfilment of all rights within the United Nations Universal Declaration of Human Rights as a core element of our ethical guidelines. Frøy is a company in growth, and a large employer along the Norwegian coast. Frøy respect and promote the basic human rights set by the UN's Universal Declaration of Human rights, as well as the ILO and IMO declarations and conventions on human and labor rights. These principles noted here are upheld through our Code of Conduct and apply to all employees in Frøy.

Through the Norwegian Transparency Act, the respect for fundamental human rights and decent working conditions is ensured in the relation to production of goods, the provision of services, and to ensure a general public access to information on how businesses address it.

Frøy's goal is to contribute to the work for human rights, labor rights and environmental protection through our internal guidelines, and expectations towards suppliers and subcontractors to ensure social responsibility throughout the value chain.

Frøy thereby declares that the following principles are to be followed at all times:

- All activity in and around Frøy shall comply with these basic human rights, at all levels.
- All employees at Frøy are to be treated with decency and respect. All our employees are to be treated as equal human beings, with the right to liberty, life, justice, free choice of employment, leisure, education, and the right to make their own choices.
- Any employee in Frøy is to have a safe and healthy work environment. All employees in Frøy go through regular HSE-training, and our work procedures are continuously adapted and improved upon. All employees in Frøy are entitled to clean sanitary facilities, clean water, and appropriate areas for taking a break for a meal.
- All employees are entitled to an employment contract, in a language they understand.
- All employees are to receive a wage which at a minimum meet the minimum wage regulations or industry standards, and shall always be sufficient to meet basic needs. Salary ratios and payment of salary must be agreed upon in writing before work commences.
- Working hours of all employees are to be in accordance with the national laws and industry standards, and not exceed legal working hours that are set in international conventions.
- Overtime work must be voluntary, but can be imposed for shorter periods if there is high market demand. Current regulations on overtime shall be followed, and the maximum hours of overtime shall not be exceeded.
- All workers in Frøy have the right to unionize through establishing or joining trade unions of their choice, and the right to negotiate collectively. Frøy as the employer shall not discriminate against union representatives or hinder them in performing their work.
- There shall be no form of slave labor, forced labor, or involuntary work in Frøy.

- Children under the age of 18 are not to carry out work that risk their health and safety, including night work.
- Frøy has a zero tolerance for discrimination and shall have no discrimination of any employees on the basis of gender, ethnicity, religion, disability, marital status, sexual orientation, trade union membership, or political affiliation.
- Employees all have the opportunity to notify and complain when facing critique worthy conditions, anonymously if they wish. Complaints can be directly addressed to the company and appointed representatives, or to national authorities.