Certification of Social Compliance

North Invent Norway AS requires all business activities to be carried out with integrity and ethics.

North Invent Norway respects the Universal Declaration of Human Rights (UDHR) and ILO's Declaration on Fundamental Principles and Rights at Work (https://www.unglobalcompact.org/what-is-gc/mission/principles) and require that all suppliers do the same.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

<u>Principle 3</u>: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

We North Invent Norway AS hereby declare that we respect and comply with the principles stated above.

Place: Haugesund, Norway

Date: 02.11.18

Signature: Title: CEO

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