

Modern Slavery Statement

The Hermana Group is committed to ethical and responsible business practices and takes the issue of modern slavery and human trafficking very seriously. We believe that everyone has the right to be treated with dignity and respect, and we are committed to ensuring that our operations and supply chains are free from any form of modern slavery or human trafficking.

Our Policies and Procedures

We have implemented policies and procedures to identify, assess and mitigate the risk of modern slavery and human trafficking within our operations and supply chains. Our policies and procedures include:

- A Code of Conduct that sets out our commitment to ethical business practices and includes provisions relating to human rights, labor standards, and anti-corruption.
- A Human Rights Policy that sets out our requirements to ensure a safe and respectful working environment.
- A Partner Declaration that sets out our expectations for suppliers and other partners and documents their commitment to ensure their operations and supply chains are free of any form of modern slavery or human trafficking.
- Due diligence processes that are designed to identify and assess the risk of modern slavery and human trafficking in our supply chains. These processes include risk assessments, supplier assessments, and regular monitoring and auditing.

Training and Awareness

We are committed to raising awareness of modern slavery and human trafficking within our organisation and our supply chains. We provide training to our employees, suppliers, and other stakeholders on the risks of modern slavery and human trafficking, how to identify it, and how to report it.

Monitoring and Compliance

We monitor compliance with our policies and procedures relating to modern slavery and human trafficking through regular audits and assessments. We work closely with our suppliers to ensure that they are aware of our expectations and are implementing the necessary measures to prevent modern slavery and human trafficking in their operations and supply chains.

Remediation

If we identify any instances of modern slavery or human trafficking within our operations or supply chains, we will take immediate action to address the situation. This may include terminating relationships with suppliers who are not complying with our policies and procedures or providing support to victims of modern slavery or human trafficking.

Our commitment

At Hermana Group, we are committed to preventing and addressing modern slavery and human trafficking within our operations and supply chains. We believe that everyone has the right to be treated with dignity and respect, and we will continue to work towards ensuring that our business practices uphold these values.

A handwritten signature in blue ink that reads "Erik Sneve". The signature is written in a cursive, flowing style.

Erik Sneve

Chairman, Hermana Holding ASA