

Policy for working environment, labor and human rights - Artisti AS

Passed by Artisti AS board 29.06.2024. Updated March 11, 2026.

Purpose

This policy describes Artisti AS's commitments related to the working environment, labor rights and human rights in its own operations and in our value chain.

The policy is part of Artisti AS's overall framework for responsible business, which is described in our Policy for Sustainable Business Practices.

Together with our Supplier Code of Conduct and other guidelines, this policy forms the basis for how Artisti works to ensure respect for fundamental human rights and decent working conditions.

Scope

The policy applies to:

- All employees of Artisti AS
- The board and management of Artisti AS
- Temporary employees and hired resources
- Suppliers and manufacturers through our supplier requirements

Commitments

Artisti AS should have a social and inclusive working environment.

Artisti AS is committed to:

- preventing work-related injury and ill health
- identifying hazards and reducing work environment risks
- ensuring safe and health-promoting working conditions
- fulfilling applicable legal requirements and other HSE obligations
- facilitating consultation and active participation from employees and safety representatives in HSE work
- working towards continuous improvement of work environment performance and the work environment management system

We are committed to following:

- ILO conventions on fundamental labor rights.
- UN Guiding Principles on Business and Human Rights (UNGP).
- OECD Guidelines for Multinational Enterprises.
- UN Global Compact and UN Sustainable Development Goals, especially goals no. 5 (gender equality) and no. 8 (decent work and economic growth).
- The Norwegian Transparency Act and the Norwegian Working Environment Act.
- Other relevant Norwegian legislation.

Artisti AS does not tolerate child labor, forced labor, debt bondage or human trafficking in its own operations or in our supply chain.

Artisti AS respects employees' rights to freedom of association and collective bargaining.

Wages, working hours and overtime pay shall at a minimum be in accordance with applicable legislation and relevant international standards.

Measures

Artisti AS is a company that offers high-quality products and services in the market. Our business is based on our employees' knowledge and approaches, which requires a working environment based on an inclusive culture and the importance of respecting each other's differences, and which stimulates and supports our employees so that they thrive, develop and perform both as individuals and as a community.

No employee of Artisti should be affected by a physical or mental illness or be injured as an effect of their job. Should it still happen, Artisti as an employer has routines in place to handle the situation and help the person affected. Based on our own risk assessment and current regulations, we work systematically preventively and focus our work environment efforts on:

- Prevent unhealthy workloads by promoting a balance between demands and resources at work.
- Prevent deficiencies in the physical working environment related to working position, lighting and ventilation.
- Operate in line with our zero tolerance for abusive discrimination, bullying and sexual harassment.
- Create an inclusive culture.

Working Environment

Artisti AS shall be an attractive employer, and this is demonstrated in a social and inclusive working environment.

Through internal measures, a good working environment is characterized by:

- Our goals and strategies are well known.
- Management is clear, inclusive and accessible, and responsibilities and levels of authority are defined at all levels.
- Managers are given the right knowledge, expertise, resources and authority to work to promote a stimulating and sustainable working environment.
- Employees are given offers and opportunities for further development and competence enhancement.
- All employees are met and treated with respect and based on their own circumstances, regardless of age, gender, gender identity or expression, ethnic origin, physical conditions, religion or beliefs, sexual orientation and different ways of thinking and acting.
- We focus on employees' suggestions, views and needs in the development of our working environment.
- Annual performance reviews and employee surveys are conducted.
- The workplace is smoke-free.
- In all decisions affecting the business, consideration is always given to maintaining a good working environment.
- The workplace and working conditions shall, as far as possible, be adapted to the individual's circumstances.

The goals for Artisti AS's working environment work are set within the framework of strategies and the sustainability work in the business. In addition to the working environment meeting the legal requirements for

the working environment for our business as a minimum, it must also be in accordance with Artisti AS's fundamental values.

Objectives for working environment at Artisti AS

Through systematic work and facilitation, Artisti AS will achieve a good social working environment, with low sickness absence and a high factor of well-being.

This is reflected in our objectives:

- Sick leave below 2 %
- Employee satisfaction 5,0 / 6
- Equal pay level 95 – 100 %

Human rights in the value chain

Artisti operates production and imports from countries where the risk of violations of labor and human rights is greater than in Norway.

Therefore, it is important that Artisti AS takes its responsibility in the value chain to promote equality, equal pay and good working conditions.

We will contribute to this by:

- Conducting annual due diligence assessments of the supply chain in line with the OECD method, and mapping risks related to child labor, forced labor, discrimination and the free right to organize
- Follow up suppliers with inspections, requirements for third-party audits and dialogue
- Require that our manufacturers sign our Supplier Code of Conduct and meet our Minimum Requirements for Suppliers
- Deal with any signs of risk, illness or other deviations in the working environment as soon as possible, in line with Artisti AS's guidelines and action plans for rehabilitation, offensive special treatment/harassment and crisis support as well as equality.

Reference is also made to Artisti AS Supplier Code of Conduct and Artisti AS Minimum Criteria for Suppliers.

Objectives human rights in the value chain

- Supplier and factory visits: 5 – 10 manufacturers per year
- Proportion of manufacturers who have signed the Supplier Code of Conduct: 90 – 100%

Artisti reports the effect of measures and presents this annually in our sustainability report available on our website <https://www.artisti.no/baerekraft>.

Version log:

Date	Changes made	Responsible
25.06.2024	Created policy	Monica Nilsen (Quality Manager)
03.04.2025	Updated to strengthen and clarify in accordance with ILO, OECD, UNGP and the Transparency Act	Monica Nilsen (Quality Manager)
29.09.2025	Updated text and objectives	Tor Akersveen (CEO)
11.03.2026	Clarification purpose and scope	Monica Nilsen (Quality Manager)

