

BAXT GRUPPEN AS – POLICY FOR SUSTAINABLE DEVELOPMENT

(Adopted at the board meeting on 02/12/24)

Introduction

Baxt Gruppen strives to maintain a sustainable business practice that respects people, society, and the environment. This policy document, including principles for sustainable business practices, forms the foundation of our sustainability efforts.

Baxt Gruppen considers sustainable business practices a prerequisite for sustainable development, which entails meeting the needs of present generations without compromising the ability of future generations to meet theirs. The UN Sustainable Development Goals serve as the global action plan for sustainable development, and Baxt Gruppen actively works to support these goals.

As a member of Ethical Trade Norway, we are committed to actively working with due diligence assessments for sustainable business practices. These assessments are a risk-based approach to respecting and safeguarding people, society, and the environment within our own operations and across the supply chain. We expect our suppliers and partners to adopt the same approach.

Requirements for Our Own Operations

Baxt Gruppen acknowledges that our business practices can potentially have negative impacts on people, society, and the environment. At the same time, we see our potential to contribute positively to development within the supply chain. Based on this, we have developed the following principles and requirements for our own operations:

Due Diligence Assessments

We will conduct due diligence assessments for sustainable business practices, which include:

- Conducting risk assessments for negative impacts on people, society, and the environment.
- Stopping, preventing, and mitigating such impacts.
- Monitoring the effectiveness of measures and communicating them to those affected.
- Taking corrective action and seeking remediation if our activities cause or contribute to negative impacts.

Suppliers are also responsible for remediation when they are the source of the negative impact.

Responsible Purchasing Practices

We consider responsible purchasing practices one of the most important tools for achieving sustainable business practices. We will:

- Adjust our purchasing practices to strengthen, not undermine, suppliers' ability to meet our requirements for human, social, and environmental conditions.
- Strive for long-term supplier relationships with those demonstrating a strong willingness and ability to foster positive developments within the supply chain.

Freedom of Association and Worker Representation

Baxt Gruppen supports the right to freedom of association and other forms of democratically elected worker representation. Worker representatives and other relevant stakeholders will be involved in our work on sustainable business practices.

Supplier Development and Partnerships

In dialogue with suppliers, we will assess the need to contribute relevant training or resources to help them meet our supply chain requirements. This approach fosters strong partnerships with suppliers committed to positive developments for people, society, and the environment.

Anti-Corruption

Baxt Gruppen and all employees will never offer or accept illegal or improper monetary gifts or other benefits to gain business or personal advantages for ourselves, customers, agents, or suppliers.

Trade in Embargoed Countries

Baxt Gruppen, including suppliers and partners, must avoid trade with entities operating in countries subject to embargoes imposed by the UN and/or Norwegian authorities.

Requirements for the Supply Chain

We expect our suppliers and partners to work systematically to comply with our supplier guidelines, which include principles for sustainable business practices. These guidelines cover fundamental requirements regarding human rights, labor rights, anti-corruption, animal welfare, and environmental protection. Suppliers must adhere to our ethical guidelines for suppliers, which are available on our website.