

## Human Rights Policy

Arnarlax is a major employer and social actor, and cares about colleagues, partners and the local communities in which the company operates. This entails a diverse responsibility towards both people, society, environment, and industry. Arnarlax works actively to develop sustainable communities with safe and secure workplaces that provide basis for decent work characterized by diversity, safety, social justice, equal labor rights, and opportunities for influence. In all its work Arnarlax shall be guided by considerations of human rights, through everyday operations and due diligence.

Protecting human rights and decent working conditions is a central part of Arnarlax' values and ethical guidelines, which apply to all employees, board members, managers, hired personnel, consultants, company representatives and anyone who performs work on behalf of or otherwise represents Arnarlax.

As a company, Arnarlax supports and respects all internationally recognized human rights as articulated by the International Bill of Human Rights, the UN's Declaration of Human Rights and the ILO's declarations and conventions on human and labor rights. These include the following principles, but not limited to:

- Prohibition of child labor
- Freedom from forced labor or similar involuntarily work under the menace of a penalty
- Right to freedom of association, collective bargaining, and peaceful assembly
- That working hours are in accordance with legal requirements and bargaining agreements
- The right to remuneration in accordance with the law, binding agreement, and minimum requirements of the ILO's core conventions
- The right to paid overtime in accordance with legal requirements and minimum requirements in the ILO's core conventions
- The right to a good working environment that safeguards health, environment, and safety

Arnarlax will regularly perform risk-based due diligence activities in accordance with the OECD principles for multinational enterprises and the Icelandic legislation. This includes identifying and assessing actual or potential adverse impacts on fundamental human rights and decent working conditions that the enterprise has either caused or contributed toward, or that are directly linked with the company's operations, products or services via the supply chain or business partners. Arnarlax will also implement suitable measures to cease, prevent or mitigate adverse impacts based on these assessments, track the implementation and the results of the measures, provide information about these assessments, and provide for or co-operate in remediation and compensation where this is required.



Arnarlax is aware of its responsibility when it comes to creating and maintaining a culture where people are seen and respected, regardless of ethnicity, gender, national, social or cultural background, age, disability, sexual orientation, religious beliefs, political beliefs or other status. Through systematic HSE work, Arnarlax has a continuous focus on its employee's receiving education, information and training to reduce risk and build a safe, healthy and good working environment.

Arnarlax employees are free to organize in trade unions. The company believes the right to organize has an important value, and Arnarlax is therefore positive about the employees' right to collective organizations and negotiations. Regular meetings are held between the employee representatives and the management.

Slavery, human trafficking, child labor, discrimination and harassment are never accepted in Arnarlax activities. This also applies to those who work with the company or on the company's behalf. Arnarlax is certified according to quality standard that include social responsibility, the ASC standard. All employees, contractors or strategic partners are responsible for familiarizing themselves and complying with the standard and principles described in Arnarlax ethical guidelines.

Arnarlax follows up the work on human rights through regular due diligence in accordance with requirements given by the European Convention on Human Rights. As part of this, Arnarlax will review, among other things:

- Core values and ethical guidelines
- Arnarlax' evaluation of suppliers
- Protection of human rights in internal procedures
- Whistleblowing policy
- Internal Ethical portal

