



Heimdall Power

Responsible Business Conduct Policy

Heimdall Power strives towards responsible business conduct that respects people, society and the environment.

Heimdall Power respects the human rights of all individuals and groups that may be affected by our operations. This includes employees, contractors, suppliers, agencies, partners, communities, and others affected by the use and disposal of our products. Our commitment to respect human rights is guided by internationally recognized human rights and labor standards, including those contained in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work (Core Labor Standards). <https://etiskhandel.no/wp-content/uploads/2023/10/Declaration-of-principles-2022.pdf>

Heimdall Power acknowledges that our business conduct could potentially have a negative impact on people, society, and the environment. At the same time, we see the potential to contribute to positive development in the value chain. With this in mind, we have compiled the following principles and criteria guiding our own business.



Due diligence: Heimdall Power is committed to conducting risk assessments to identify potential negative impact on people, society and the environment and to stop, prevent and reduce such impact. If our activities are found to cause or contribute to negative impact on people, society or the environment, we will stop the activities and seek to provide remedy. If our supplier is responsible for the negative impact, the supplier is responsible for providing remedy.



Responsible purchasing practices: Heimdall Power considers responsible purchasing practices to be one of our most important tools for responsible business conduct. Heimdall Power shall adapt our purchasing practices in order to strengthen, and not undermine, our suppliers' ability to deliver our requirements related to people, society and the environment. We strive towards lasting supplier relationships with suppliers who show a particular willingness and ability to create positive developments in the supply chain.

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Freedom of association and worker representation:

Heimdall Power supports the right to freedom of association and other forms of democratically elected worker representation. We shall encourage to involve worker representatives and other relevant stakeholders in our work with responsible business conduct.



Supplier and partnership development: Heimdall Power sets high expectations towards our suppliers and partners to conduct its business practices in compliance with high ethical standards and show the willingness and ability to work on positive development for people, society and the environment in the value chain. Heimdall Power will support our suppliers and partners to comply with Heimdall Power's requirements related to responsible business conduct, if needed.



Anti-corruption: Heimdall Power, including all employees, shall never offer or receive illegal or inappropriate monetary gifts or other remuneration to achieve private or business benefits in their own interest or in the interest of customers, agents, partners or suppliers. (Refer to the Employee Code of Conduct).



Countries affected by trade boycott: Heimdall Power does the best effort to avoid trading with partners that have activities in countries where a trade boycott is imposed by the UN and/or Norwegian Government authorities.

Jørgen Festervoll, CEO, 14.11.2023

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