

Our company seeks to use the UN's "Guiding Principles on Business and Human Rights" implemented in the United Nations "Protect, Respect and Remedy" Framework.

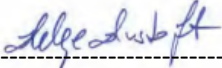
These Guiding Principles are grounded in recognition of:

- (a) Our company has an obligation to respect, protect and fulfil human rights and fundamental freedoms;
- (b) The role of business enterprises as specialized organs of society performing specialized functions, required to comply with all applicable laws and to respect human rights;
- (c) The need for rights and obligations to be matched to appropriate and effective remedies when breached.

Our company shall seek to implement These Guiding Principles in all activities, including all stakeholders.

These Guiding Principles will be implemented in a non-discriminatory manner, with particular attention to the rights and needs of, as well as the challenges faced by, individuals from groups or populations that may be at heightened risk of becoming vulnerable or marginalized, and with due regard to the different risks.

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Helge Hustoft
CEO