

Version no.:7	Approved by: Håvard Framnes
Doc.id: 3630	Date approved: 16.09.2025 11:49
Doc.number: D 7.4.2.02	Responsible: Janne Hetland



**GEMINOR**

# Statement on Modern Slavery

The Geminor Group specialises in the supply of materials and secondary fuels to energy recovery and recycling. Since its formation in 2004 Geminor has grown to have over 2.3 million tonnes of material under its management per year. The Company holds supply contracts with over 300 Waste to Energy facilities across several countries. We have strong established relationships with key international logistics providers across Northern Europe, providing solutions by standard road trailer, containerised freight, bulk vessel and rail. The end of the financial year across Geminor Group is December 31<sup>st</sup>.

The Geminor Group is fundamentally opposed to forced labour, child labour, human trafficking and all other forms of modern slavery and labour exploitation.

Geminor is committed to operating its business in an ethical and responsible manner and we expect our contractors and suppliers to do the same. Our approach to ensuring our business, including that of our suppliers and contractors, is free of modern slavery comprises the following measures:

- Several key policies are in place for identifying and preventing slavery and human trafficking in our operations, including our Code of Conduct and Whistleblowing policies. Our Code of Conduct and Whistleblowing policies are accessible to suppliers and contractors via our website.
- Training on key policies is provided to employees, and forms part of the new employee induction process.
- Audits have been carried out on key suppliers and contractors to ensure the requirements set out in the Code of Conduct are being met.
- Geminor operates in line with the Ten Principles of the UN Global Compact. Principles 1, 2, 4 and 5 are particularly important for our Modern Slavery declaration aiming to ensure that human rights are not violated and that all forms of forced labour are eliminated.

We strive to make continuous improvements, and our objectives for 2025 are:

- To implement an enhanced Supplier Management programme, that includes a comprehensive risk-based evaluation process. The programme will be designed to strengthen and improve the due diligence we carry out on our suppliers and contractors.

Geminor shall review and develop this approach on an annual basis.

**This statement is approved by the board, and is approved and signed by:**

**Håvard Framnes**

**CEO**

**Date: 15/09/2025**

