

Title: Human Rights Policy		Document responsible: Yasmin Miriam Søderbom	Approved by: Eirik Renli	
Document No: MGT-POL-00005	Rev. No: 1.0	Category: Policies, Visions and Strategies	Approved date: 15.01.2024	

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Fishbones is committed to the highest standard of business and ethical behaviour including compliance with all applicable laws, regulations, as well as our company's policies and procedures. As a company, we have pledged to follow a set of guidelines and principles created by the United Nations to ensure that we conduct our business ethically and humanely as laid out below.

This policy is a statement of commitment to human rights and lays out a framework to define our responsibility to respect human rights. In line with the United Nations (UN) Guiding Principles on Business and Human Rights, Fishbones will conduct our business consistently with these principles and the ten principles of the UN Global Compact.

We act in accordance with our values: Making a Difference, Open & Honest, Teamwork, Excellence and Respect.

We believe in respecting the basic human rights of all individuals, as recognized by the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. We also believe in upholding the rules and principles that govern humanitarian law. In short, we are committed to doing what's right and treating everyone fairly and with respect and dignity in all our business dealings.

We believe governments are responsible for protecting and promoting human rights, and we view the responsibility to provide remedy to those whose rights have been violated as a joint effort among businesses, governments, inter-governmental organizations, and the legal and semi-legal frameworks existing within each entity.

We respect the rights and dignity of our workforce and those living in the communities where we operate. We want to contribute to sustainable development and are working to do more to support the delivery of the UN Sustainable Development Goals. We also recognise the importance of a just transition as envisaged by the Paris Agreement – one which delivers decent work, quality jobs and supports the livelihoods of local communities. We set out our commitments in our Human Rights policy, QHSE policy, CSR policy and Code of Conduct and our operating management system.

1 Our Commitments

We focus on the areas where the risks are highest, striving to minimise the adverse impacts on human rights from our operations. Below are our commitments to the way we work:

- Treating everyone who works for Fishbones with fairness, respect and dignity
- Creating a working environment free from any form of discrimination, abuse, harassment, or intimidation by or towards our employees or others affected by our operations
- We believe everyone should be treated with respect regardless of their backgrounds. In Fishbones we are committed to the elimination of discrimination based on gender, race, ethnical background, sexual orientation, age, political beliefs, marital status or any other class
- Respecting the freedom of association and the right to collective bargaining
- Opposing any forms of child labour, human trafficking, modern slavery, compulsory or forced labour, and we expect our business partners to do the same
- Respecting employees' rights to freedom of opinion and expression, freedom of thought, conscience and religion
- Providing fair, safe, healthy and secure working conditions to our employees, in accordance with all applicable legislation, and we expect our business partners to do the same
- Paying special attention to the rights, requirements, values and integrity of individuals and groups that may be particularly vulnerable to adverse impacts, such as women, children and indigenous groups
- Respecting the human rights of people who work in communities that may be affected by our operations
- Respecting individual privacy rights and committing to protecting personal information in compliance with applicable laws
- Working systematically to minimize the environmental impact in all our operations • We align our work with the United Nation's Sustainable Development Goals

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2 Implementation

- We require all our employees, consultants and business partners to comply with this policy
- We expect our suppliers and business partners to share our commitment to respect all internationally recognized human rights. Fishbones supplier evaluation (declaration) also states an expectation to our suppliers to communicate the UN Guiding Principles on Business and Human Rights principles further to their employees, suppliers and business partners
- We expect all our suppliers and business partners to pay special attention to the human rights they are at risk of impacting most and to the human rights and adverse impacts of people, particularly vulnerable groups, including women, children, migrant workers and indigenous people
- We expect our employees, suppliers and business partners to never violate human rights and report any situation in which human rights violation is suspected
- We will continuously assess human rights impacts from our operations by performing human rights due diligence and propose necessary preventive risk mitigation actions if needed
- We offer a system for raising concerns in situations when our operations have or can potentially affect the human rights of individuals, workers and local communities. More information on www.fishbones.as
- We will provide or cooperate in providing appropriate remediation to individuals, workers and local communities, where we have caused or contributed to adverse human rights
- We will conduct risk assessments and audits of our suppliers and business partners to assess where the risk of human rights infringements is highest to continuously improve our efforts to mitigate human rights violations
- We will communicate this policy to Fishbones employees, consultants, suppliers and business partners
- We will monitor our human rights work and impacts, and report on this to the Board of Directors / annual sustainability reports

3 Governance

This Human Rights Policy has been approved by Fishbones CEO, who is the owner of this policy and is ultimately responsible for the implementation and monitoring of its operational effectiveness. The VP of Supply Chain is the functional owner of the policy and is responsible for communication, monitoring and periodically revising and updating the policy in consultation with QHSE function and department managers.