Appendix 11:
Ethical requirements to the supplier

1 PURPOSE OF AVINOR'S ETHICAL REQUIREMENTS

Avinor manages significant assets on behalf of society, and its societal mission must be carried out with consideration for people, society, and the environment. Therefore, Avinor imposes strict requirements regarding ethics, social responsibility, and responsible business conduct.
In line with international frameworks and national legislation, Avinor must actively conduct due diligence assessments. Avinor's commitments to responsible business conduct require that the parties we enter contracts with ("Contractual Partners") also commit to and take responsibility.
Avinor expects our Contractual Partners to respect fundamental requirements regarding human rights, labour rights, climate and environment. We also expect our Contractual Partners to contribute to compliance with these requirements among their subcontractors and throughout the value chain.

2 ACCEPTANCE OF AVINOR'S ETHICAL REQUIREMENTS

All of Avinor's Contractual Partners commit to complying with the requirements set out in this document. It must be ensured that these requirements are also followed by any subcontractors and the rest of the supply chain, as far as can reasonably be required.
By commencing cooperation or delivery to Avinor, Avinor's Ethical Requirements for Contractual Partners are considered accepted in their entirety. Any breach of these requirements will also be regarded as a breach of any other agreements entered with Avinor.

3 DUE DILIGENCE ASSESSMENTS

The Contractual Partner must conduct due diligence assessments in accordance with the principles set out in The Norwegian Transparency Act. This entails:

- The Contractual Partner must carry out risk assessments to identify potential negative impacts on people, society, environment, and climate, and to stop, prevent, and reduce such impacts.
- The measures implemented must be monitored, and their effectiveness assessed.
- The measures taken must be communicated to affected parties.
- If the Contractual Partner is responsible for the negative impact/damage, the Contractual Partner is responsible for stopping the activity and contributing to remediation.
- The Contractual Partner must otherwise demonstrate willingness and ability for continuous improvement for people, society, and the environment through cooperation with Avinor.

4 FUNDAMENTAL HUMAN AND LABOUR RIGHTS

The following requirements for responsible and sustainable business conduct must always be observed:

- Avinor supports the right to free association and collective bargaining. Workers must as a minimum have wage and working conditions, as well as working time arrangements, that meet national regulations, industry standards, and/or generally applicable collective agreements for the relevant industry.
- Forced labour, slave labour, or involuntary work must not occur in any form. Child labour is not permitted.

- There must be no discrimination in employment, remuneration, training, promotion, dismissal, or retirement based on ethnicity, religion, age, disability, gender, marital status, sexual orientation, union activity, or political affiliation.
- Brutal treatment, sexual or other abuse, and other forms of humiliation are prohibited.
- Employees and workers must have a safe and healthy working environment (HSE). Employees and workers must have accessible channels to report concerns about unacceptable conditions.
- Regular employment must not be circumvented using short-term engagements.
- Negative environmental impact must be reduced throughout the value chain. The production and use of natural resources must not destroy the resource and income base for indigenous peoples or other marginalized population groups.
- Corruption and other criminal business practices, money laundering, breaches of competition law, gifts, and representation are not permitted.
- Animal welfare must be respected. National and international animal welfare legislation and regulations must be observed.

Furthermore, in addition to national legislation, the guidelines in the following conventions, resolutions, and protocols must be observed:

- UN International Covenant on Civil and Political Rights
- UN International Covenant on Economic, Social and Cultural rights
- The working environment legislation in the country of production. The following particularly relevant aspects are emphasized:
    - Working time regulations
    - Health, Safety and Environment
    - Regular employment relationships, including contract of employment
    - Statutory insurance and social schemes
- The ILO Core Conventions for workers' rights:
    - prohibition of forced labour (29, 105)
    - prohibition of child labour (138, 182 and 79, and recommendation 146)
    - prohibition of discrimination (100, 111)
    - Health, Safety and Environment (155, 187)
    - Freedom of association, trade union rights, and the right to collective bargaining (87, 98, 135, and 154). Where conventions 87 and 98 are restricted by national law, the employer must facilitate, and not hinder, alternative mechanisms for free and independent organization and bargaining, ILO Convention No. 169 on Indigenous and Tribal Peoples' Rights, UN Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities, UN Declaration on the Rights of Indigenous Peoples (UNDRIP)
- ILO Convention No. 190 on violence and harassment in the workplace; the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).
- ILO Convention No. 131 on the establishment of wages that ensure workers receive a wage that covers their basic needs, and the definition of a living wage/income from a statement by the ILO Governing Body, approved March 13, 2024: "A wage necessary to ensure a decent standard of living for workers and their families, taking into account the country's circumstances and calculated for work performed during normal working hours."
- UN Convention against Corruption; Council of Europe Convention against Corruption.
- International humanitarian law, including the Geneva Conventions.
- UN Convention on Biological Diversity (CBD) and relevant agreements under this, the UN resolution on the right to live in a clean, healthy, and sustainable environment; the UN Protocol on Water and Health.

The Contractual Partner is obliged to respect relevant sanctions or trade restrictions towards third countries, imposed by national authorities or supranational bodies such as the EU/EEA. Where international conventions and national legislation address the same subject, the highest standard shall always apply. The requirements set out in these principles are minimum requirements. If stricter requirements follow from law, regulation, or binding agreements, these must be followed.

5 FOLLOW-UP AND DOCUMENTATION OF COMPLIANCE

Avinor, or a third party engaged by the client, shall have the right to carry out follow-up measures with the Contractual Partner and its subcontractors as necessary to ensure compliance with ethical requirements. Upon request from Avinor, the Contractual Partner must document how they themselves, and any subcontractors, work to comply with the guidelines. The Contractual Partner or partner must ensure that Avinor, as far as possible, is granted the same rights to inspect the rest of the supply chain.
Possible follow-up measures Avinor may use include, but are not limited to:

- Use of self-reporting forms and follow-up conversations,
- Documentation of production units in the supply chain for selected risk products, components, and/or raw materials,
- Documentation of risk analyses and follow-up measures in the supply chain, and
- Inspection/audit in the supply chain. This includes on-site audits at the supplier or in the supplier's supply chain.

6 BREACH OF THE ETHICAL REQUIREMENTS

The Contractual Partner is obliged to immediately report any breach of Avinor's ethical requirements discovered in their own business or among subcontractors. The Contractual Partner must immediately implement necessary actions to correct the breaches in question. Avinor may require the submission of an action plan for when and how the breaches will be rectified.
Breach of Avinor's ethical requirements may be considered a material breach of the contract's obligations and may result in Avinor:

- Implementing a temporary suspension of the delivery. During the suspension, Avinor may make substitute purchases from another supplier.
- Requiring the Contractual Partner to replace a subcontractor. This must be done at no cost to Avinor.
- Terminating the contract with the Contractual Partner, cf. also the contract's provisions.
- Disqualifying the Contractual Partner from new contract competitions at Avinor.