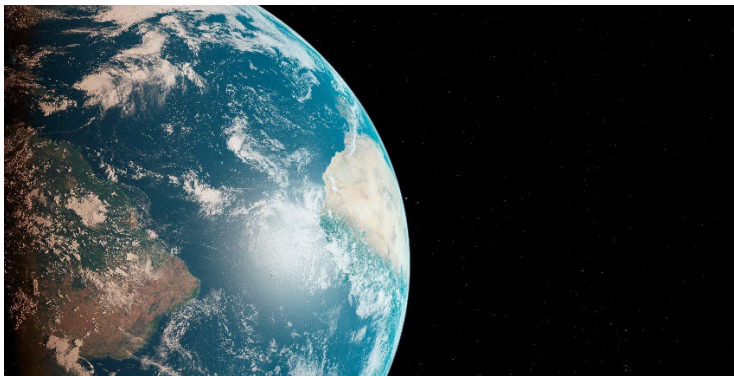


# Sustainability, Environmental and social responsibility policies



# Introduction

**Sustainability is about using resources in a way so that they aren't overused. The needs of the current generations are met without compromising the ability of future generations to meet their needs. It has to do with healthy people, healthy communities, and a healthy environment. Now and in the further.**

Isiflo's role as an international manufacturer and supplier of products for use in water and gas distribution, we could positively impact the world and drive change towards more sustainable business practices in all our operations and value chains.

Minimizing waste and the use of natural resources and energy throughout our value chains, ensuring that we are not involved in any adverse impacts on human rights or corruption, and always taking the true cost of our actions into account, are all part of sound business practices.

## Scope

This policy concerns all Isiflo employees and all Isiflo companies. The COO of each Isiflo company is responsible for the implementation of this policy in their respective company.

## Commitment

Isiflo wants to be a part of the transition to a more sustainable world, and we support the Sustainable Development Goals (SDGs). We commit to protecting the environment, people and society, through responsible management of our operations, by complying with or exceeding our environmental and social obligations, and by working proactively on the topics covered in this document.

## Policies:

- [Code of conduct](#) (Aalberts)
  - Avoid anti-competitive conduct
  - Prevention of fraud
  - Prevention inside trading
  - Responsible work environment
  - No corruption or bribery
  - Sanctions and export control
  - Avoid conflict of interest
  - Responsible work conduct
- [Suppliers code of conduct](#) (Aalberts)
- [Human rights policy](#) (Aalberts)
- [Speak up](#) (Aalberts)
- Guideline on "How to raise concerns"
- Procurement policy
- Health, Environment, Safety & Security (HESS) policy
- People Policy
- Moder Slavery Act Statement

All these policies are approved by the management group and reviewed at least yearly.

## Approval & Signatures

This document has been approved by Isiflo Group CEO

**Lars Ølstad**

CEO

30.03.2023



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## Code of conduct

As a part of The Aalberts group, Isiflo Group is committed to conduct its business with honesty and integrity, to follow the law and to make sure that each employee and business partner is treated respectfully. Aalberts and Isiflo Group is proud of its excellent reputation as a responsible and reliable partner. Notwithstanding local company specific values, business principles or other local codes already in place, this code of conduct contains the seven main business standards as rules of ethical behaviors all Aalberts employees must follow.

In our Code of conduct you find the following topics:

- |  |   |
|--|---|
| 1.1. Compliance with laws                      | 1.8. Dealing with suppliers               |
| 1.2. Preventing fraud                          | 1.9. Responsible work conduct             |
| 1.3. No corruption or bribery                  | 1.10. Responsible work environment        |
| 1.4. Avoid conflict of interest                | 1.11. Corporate responsibility            |
| 1.5. Accurate accounting and reporting         | 1.12. Proper authorizations and approvals |
| 1.6. Insider trading                           | 1.13. Speak up!                           |
| 1.7. Fair and timely disclosure of information |   |

Code of conduct is found here: <https://aalberts.com/people-and-culture#code-of-conduct>, more information and examples in the annexes.

## Suppliers code of conduct

The Aalberts group is committed to conduct its business with honesty and integrity, to follow the law and to make sure that each employee and business partner is treated respectfully. We expect our suppliers to do the same.

This supplier code of conduct (Supplier Code) explains the business standards and principles as rules of ethical behavior of Aalberts and specifies what Aalberts expects from its suppliers. Aalberts is proud of its excellent reputation as a responsible and reliable business partner. Maintaining this reputation requires responsible management of our supply chain. For this reason, our suppliers are an integrated part of our responsible business strategy.

In our Suppliers Code of conduct you find the following topics:

- |                                  |  |
|----------------------------------|--|
| 1. Business integrity            | 2. Responsible work environment            |
| 1.1. Compliance with the laws    | 2.1. Health & safety                       |
| 1.2. Fair competition            | 2.2. No child labor or forced labour       |
| 1.3. Export control              | 2.3. Employment conditions                 |
| 1.4. Prevention of fraud         | 2.4. No harassment and discrimination      |
| 1.5. No corruption or bribery    | 2.5. Equal opportunity                     |
| 1.6. Avoid conflicts of interest | 3. Environment                             |
| 1.7. Inside trading              | 4. Intellectual property and communication |
|                                  | 5. Supplier relation                       |
|                                  | 6. Compliance with the supplier code       |

Supplier code of conduct: <https://aalberts.com/people-and-culture#code-of-conduct>

Isiflo collects and archive all signed Suppliers code of conduct.



## Human rights policy

### Purpose

The purpose of this human rights policy ("Policy") is to express Aalberts' commitment to respecting human rights and to conducting its business with honesty and integrity as expressed in our Code of Conduct. In alignment with the UN Guiding Principles on Business and Human Rights, the provisions of this Policy are derived from key international human rights standards including the ILO Declaration on Fundamental Principles and Rights at Work and the UN Declaration of Human Rights, the UN Global Compact and the principles laid down in the OECD Guidelines for Multinational Enterprises.

### Scope

This Policy applies to Aalberts and its controlled subsidiaries anywhere in the world.

### Human rights topics:

- |                               |   |
|-------------------------------|---|
| 1.1. No child labour          | 1.6. Freedom of association & collective bargaining |
| 1.2. Freely chosen employment | 1.7. Diversity & equal opportunity                  |
| 1.3. Working hours            | 1.8. No discrimination & no harassment              |
| 1.4. Fair wage                | 1.9. Human rights in our supply chain               |
| 1.5. Health & safety          | 1.10. Grievance mechanisms & Speak up!              |

## Guideline on how to raise concerns

### Isiflo AS procedure

In accordance with Norwegian law (AML §2 A-1) employees, hired people or business partners have the right to raise a concern. This normally done by contacting your manager or if no measures are taken the CEO.

### The right to notify censurable conditions at the undertaking.

1. An employee has a right to notify censurable conditions at the employer's undertaking. Workers hired from temporary-work agencies also have a right to notify censurable conditions at the hirer's undertaking.
2. For the purposes of this Act, censurable conditions mean conditions that are in contravention of legal rules, written ethical guidelines in the undertaking or ethical norms on which there is broad agreement in society, for example conditions that may involve:
  - 2.1. danger to life or health
  - 2.2. danger to climate and the environment
  - 2.3. corruption or other economic crime
  - 2.4. abuse of authority
  - 2.5. unsatisfactory working environment
  - 2.6. breach of personal data security.

### Aalberts Speak up!

In preventing misconduct, everyone working for Aalberts group has responsibilities and obligations of his own.

The way we deal with our own observations is extremely important in that respect. The Speak Up! provides an overview of what is expected within Aalberts, and why. Reporting misconduct will allow



Aalberts to resolve misconduct swiftly and limit possible damage for our organization, employees, customers, and other stakeholders.

As such, discussing matters internally also contributes to an open work environment in which we can depend on each other to speak up, rather than allowing the situation to continue or seeking the involvement of outsiders in matters relating to our business.

This is exactly the reason we are committed to creating conditions that allow employees and other persons working for Aalberts to report safely and in a completely confidential way. always first report to your manager

The complete Speak Up! document: <https://aalberts.com/people-and-culture#code-of-conduct> and can you report directly here: <https://aalberts.com/speak-up?h=1>

## Sustainable procurement policy

Isiflo recognize that it important to have a sustainable approach with our suppliers and that we must prioritize the purchase of goods and services that are produced sustainably, with minimal negative impact on the environment and society. Therefore, we must work for a reduced environmental footprint and promote social responsibility throughout our supply chain.

This Policy applies to all employees of Isiflo, and its subsidiaries under direct or indirect control. This Policy provides a standardized procurement process in Isiflo using established best practices.

Environmental considerations: We encourage the purchase of goods and services that have a reduced impact on the environment, such as products that are made from renewable or recycled materials, or that have a lower carbon footprint.

Social considerations: We promote fair labor practices, human rights, and social justice throughout the supply chain, such as through the avoidance of goods produced by child labor or forced labor.

Economic considerations: We promote the purchase of goods and services that support local economies or that are produced in a way that benefits local communities.

Transparency and accountability: We require suppliers to provide information about the environmental and social impact of their products and services and have establish clear criteria for evaluating supplier performance.

We make evaluation of suppliers and performs audits to our mayor suppliers.

We do this to seeking to reduce our environmental impact, promote social responsibility, and ensure long-term sustainability throughout our supply chain.

The supplier is a crucial part of the value chain and throughout the supplier engagement lifecycle, Isiflo practices good supplier management and works with suppliers to comply with all regulatory and contractual requirements as well as to ensure process improvements. Having a non-disclosure agreement and requisite export authorization is necessary to establish interactive supply chain management, and all suppliers receives the Isiflo (Aalberts) Supplier Code of Conduct.



## Health, environment, and safety (HSE)

HSE is a high priority for Isiflo. We are committed to creating and maintaining a workplace that is safe and healthy for all employees, customers and suppliers. We manufacture and sell pipe fittings made of brass and composite, and have set up the following HSE policy:

**Responsibility:** The management of Isiflo is responsible for ensuring that all employees understand the HSE policy and comply with it. The management will also ensure that all employees have the necessary training, equipment and resources to perform their job in a safe manner.

**Risk assessment:** We will carry out risk assessments of our products, services and work areas to identify and evaluate potential hazards. We will take the necessary precautions to eliminate, reduce or control these dangers.

**Training:** All employees get sufficient training and information about HSE to be able to carry out their work in a safe manner. We will ensure that all employees have access to relevant HSE training and that they have understood and comply with our HSE policy.

**Equipment:** We will ensure that all employees have the necessary equipment and protective equipment to be able to carry out their work in a safe manner. We will also ensure that all equipment and protective equipment is maintained and in good condition.

**Health:** We will make it possible for employees to maintain good health by offering ergonomic working conditions and sufficient breaks. We will also ensure that employees who become ill or injured at work receive the necessary support and follow-up.

**Environment:** We will minimize our environmental footprint by reducing waste, increasing resource efficiency and developing products that are more environmentally friendly.

**Compliance:** We will comply with all relevant laws and regulations related to HSE and the environment. We will also encourage our suppliers and customers to adhere to the same standards.

This HSE policy will be reviewed and updated regularly to ensure that we continue to comply with our commitments to health, environment and safety.

## Sustainability policy

At Isiflo, we recognize the importance of sustainability in our business operations. Our commitment to sustainability is reflected in our business practices, which are designed to minimize our impact on the environment, promote social responsibility, and ensure long-term economic viability.

### Environmental Sustainability

- We will minimize our environmental impact by reducing our greenhouse gas emissions, conserving natural resources, and reducing waste.
- We will promote sustainable production practices by using environmentally friendly materials and processes.
- We will work with our suppliers to ensure they adhere to our environmental standards.



## Social Sustainability

- We will promote fair labor practices, human rights, and diversity and inclusion in our workplace.
- We will work with our employees, customers, and suppliers to create a safe and healthy work environment.
- We will support our local communities by contributing to social and economic development initiatives.

## Economic Sustainability

- We will operate our business in a financially responsible and transparent manner.
- We will invest in research and development to promote innovation and continuous sustainable improvement.
- We will work to ensure that our business practices support long-term economic viability and growth.

We will regularly review and update our sustainability policy to ensure that we are meeting our commitments and making progress towards our sustainability goals.

## Energy Efficiency and energy consumption Policy

At Isiflo, we recognize the importance of sustainable and energy efficient workplaces which are good for our employees, the business, and which reduce our impacts on the natural world. Minimizing energy consumption through awareness and switching to renewable energy are important first steps towards doing that.

Isiflo shall improve energy efficiency and transition to renewable energy sources in a sustainable way.

### Policy Guidelines:

- We shall conduct energy audits to identify areas where energy efficiency can be improved. The company shall invest in energy-efficient technology and implement energy-saving practices, such as turning off lights and electronics when not in use, adjusting thermostat settings to reduce heating and cooling costs, and installing energy-efficient lighting and HVAC systems.
- We shall transition to renewable energy sources, such as solar, wind, and geothermal power, to reduce reliance on fossil fuels. The company shall invest in renewable energy technologies and infrastructure and provide incentives for renewable energy production.
- We shall encourage sustainable transportation practices, such as public transportation, carpooling, and biking, to reduce greenhouse gas emissions from transportation.
- We shall implement waste reduction practices, such as recycling, composting, and using reusable containers and bags, to reduce the energy required to produce new products and materials.
- We company shall provide education and outreach programs to raise awareness about energy efficiency and renewable energy practices and encourage employees to adopt sustainable energy practices.
- We shall regularly report on progress towards achieving energy efficiency and renewable energy goals and hold departments and agencies accountable for meeting energy efficiency and renewable energy targets.





This policy shall be evaluated annually to assess progress towards achieving energy efficiency and renewable energy goals. The policy shall be revised as necessary to ensure its continued effectiveness.

By taking these steps, you can improve energy efficiency and transition to renewable energy sources in a sustainable way, reducing your carbon footprint and contributing to a more sustainable future.

## Waste management in our operations

Managing our waste in an effective and tangible way is important to demonstrate our environmental commitments to our people and embed circular thinking in our culture. A shift in mindset, where we stop viewing waste as something that can be discarded, to a valuable resource, is needed. This has to do with moving from a linear economy, where raw materials are used to make products and thrown away after their use, towards a circular economy, where waste is eliminated through the application of the waste hierarchy. In this hierarchy, prevention and reuse of materials and waste is prioritized over recycling, with disposal as the very last resort.

To reduce waste, factors to consider for all Isiflo employees when making purchasing decisions include, but are not limited to:

1. Possibilities to extend the lifespan of products.
2. Environmental & social costs of the entire product life cycle.
3. Minimization of packaging; use of reusable/recycled/renewable materials.
4. Ultimate disposal of the product; minimize landfill disposal, e.g. possibilities for the resale/buyback of products, to support the continuation of the functionality and increasing the usable life span.



Figure 1 - lage eget bilde

## Chemical safety and managing in our operations.

We have our own procedure on how to manage chemicals in our operation. We follow Norwegian law and regulations and are obligated to perform risk analysis on all our chemicals. We keep track of SDS for all our chemical (EcoOnline.no). For quick access to the SDS all chemicals have QR-code on the storage shelf that can be scanned by any cell phone.

We aim to ensure that chemicals are used and handled safely, to minimize the risk of harm to human health and the environment.

Hazardous waste is being handled in accordance with national regulations.



## Respecting people & embracing differences

Isiflo prohibits discrimination, harassment and bullying of any form. We shall actively work on avoiding discrimination in all our processes (recruitment, promotions etc) and ensure that decisions are being made on a fair basis. Compensation should be based on criteria's such as job content, responsibilities, educational demands for the position, performance, and level of experience We commit to having equal pay for equal work and this shall be monitored in all companies. All (suspected) incidents of discrimination or abuse at Isiflo shall be reported. An employee at Isiflo shall either do this by contacting one's manager, the manager's manager, or by using the whistleblowing channel, which can be found through Isiflo's procedure and Aalberts "speak up". Also look at our Code of Conduct for more information.

## IT and information security policy

The purpose of this policy is to establish guidelines and procedures for the protection of company information from unauthorized access, use, disclosure, modification, destruction, or theft. The policy applies to all employees, contractors, consultants, temporary workers, and other personnel who have access to company information.

This policy covers all information assets owned, used, or processed by the company, including but not limited to:

electronic data and files  
paper documents  
verbal information  
computer systems  
networks and devices

software and hardware  
email and messaging systems  
social media and web applications.  
Roles and Responsibilities

More information is found in our is found on every Isiflo location's own IT-instructions.

