

## Policy for responsible business conduct

In TONO, we work to ensure responsible business conduct and decent work conditions throughout of our value chains. With our size, our operations and services influence society and the environment around us, and it is important for us that this is a positive impact.

We must respect and safeguard the human and labor rights of the people who work in our value chains, contribute to more efficient resource use and limit negative impact on the environment.

Our business conduct is based on the principles and guidance in the [UN's guiding principles for business and human rights](#) (UNGP, 2011) and the [OECD's due diligence guidance for responsible business conduct](#) (OECD, 2018). Further, our policy for responsible business practices is based on the UN Sustainability Goals, the Universal Declaration of Human Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work and other similar guidelines for the environment, climate.

### Due Diligence

We recognize that although authorities are responsible for ensuring human rights through national legislation including [The Transparency Act](#), TONO is expected to respect human and labor rights and safeguard the climate, environment, and society in the regions we operate. To achieve this, we must continuously conduct effective due diligence assessments for human and employee rights, the environment and society.

TONO has established internal systems for mapping, stopping, preventing, and reducing risk related to negative impact on people, society, the environment in our value chain. Where our activities cause or contribute to a negative impact, we will stop this activity and seek to repair the damage. TONO has a separate routine for handling reparation. Where our supplier is responsible for the negative impact / damage, the supplier is also responsible for recovery. The measures are monitored and the effect assessed and communicated to affected parties.

### Responsible procurement

TONO considers responsible sourcing and procurement as one of our most important tools for ensuring ethical business practices. TONO shall adapt our procurement so that we strengthen, and not undermine, suppliers' ability to deliver on the requirements established in our Supplier Code of Conduct.

### Requirements for suppliers

We expect our suppliers and partners to work diligently and systematically to comply with our guidelines for suppliers that cover basic requirements for human rights, employee rights, anti-corruption, animal welfare and environmental protection. Our suppliers must:

- Follow supplier guidelines (Supplier Code of Conduct) for decent working conditions, environment and anti-corruption.



- Work actively with due diligence assessments, i.e.: make their own risk assessments for negative impact on humans and the environment, and stop, prevent and reduce such impact. The measures must be monitored and the effect assessed and communicated to those affected. Where the supplier is responsible for the negative impact / damage, the supplier is also responsible for recovery.
- Demonstrate the will and ability for continuous improvement for people, society and the environment through collaboration.
- At the request of TONO, be able to document how they themselves, and possibly subcontractors, work to comply with the guidelines.

In the work of ensuring responsible business practices, we will take the lead and offer products consumers can trust balance economic, environmental, and societal values and incentives and lead to positive change.

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Jørgen Karlstrøm

Chair of the board TONO SA

