CM BIOMASS PARTNERS AS

Core Labour Requirements Policy Statement

Version 2

As a family business, CM Biomass is committed to creating safe, comfortable, and pleasant working environment for all our employees worldwide. People are at the core of our business and trust among us is essential to our way of conduct. We respect labour and human rights and believe these should never be violated.

CM Biomass hereby declares its full and uncompromising commitment to the following principles of conduct:

➢ We respect human, social, and professional rights, including conventions, and do not violate them

➢ We strive to ensure safe and comfortable working environment for our employees

➢ We do not tolerate any form of child labour

➢ We do not employ minors below the age of 15 (or below the minimum age as stated under national, or local laws or regulations, whichever age is higher)

➢ We ensure that no person under the age of 18 shall be employed in hazardous or heavy work (except for the purpose of training within approved national laws and regulations)

➢ We do not tolerate any kind of forced or compulsory labour

➢ We value different cultures and respect each person as an individual

➢ We believe in equal opportunities and treatment and encourage an honest dialogue regardless of seniority

➢ We do not tolerate any discrimination and promote fair and equal professional opportunities, regardless of gender, age, nationality, colour, or religion

➢ We do not tolerate any form of abuse or/and harassment in the working environment

➢ We ensure honest and professional recruitment process in full compliance with applicable legislation in all our branches

➢ We recognise and respect our employees' rights to freedom of association and collective bargaining including but not limited to:

  o establishing or joining worker organizations of their own choosing

  o drawing up their constitutions and rules

  o engaging in lawful activities related to forming, joining or assisting a workers' organization, or to refrain from doing the same