

**Supplier Code of Conduct  
for  
AS Einar Kunsts etf.**



## Letter from the CEO

At AS Einar Kunsts Etf (**aseke**), our mission extends beyond delivering exceptional products and services; it encompasses a commitment to fostering ethical business practices, sustainability, and mutual respect in every aspect of our operations. Our suppliers play a critical role in this mission, and we recognize that the strength of our partnerships directly influences our ability to make a positive impact on the world.

Our core markets—Aquaculture, Lifting & Transport, Offshore, and other maritime sectors—are dynamic and demanding. To maintain our leadership and uphold the highest standards in these industries, it is essential that we align our values and expectations with those of our suppliers. The **aseke** Supplier Code of Conduct is designed to set forth the standards we believe are vital to maintaining the integrity, quality, and sustainability of our supply chain. It reflects our dedication to ethical behavior, environmental stewardship, and the well-being of everyone involved in our business.

We ask our suppliers to adhere to these principles rigorously. This includes upholding human rights, ensuring safe working conditions, practicing fair labor policies, and committing to environmental sustainability. By working together, we can drive meaningful change, mitigate risks, and promote a culture of continuous improvement.

Your collaboration and adherence to this Code of Conduct are fundamental to our shared success. We believe that by working with partners who share our values, we can build a more sustainable and ethical future. We are confident that, with your support, we can achieve our ambitious goals and make a lasting, positive difference in the aquaculture, lifting & transport, offshore, and broader maritime markets.

If you have any questions or require further information about our Supplier Code of Conduct, please do not hesitate to contact us via email: [apenhetsloven@aseke.no](mailto:apenhetsloven@aseke.no)

Thank you for your ongoing commitment and partnership. Together, we can continue to set high standards and achieve excellence in everything we do.

Sincerely,

Tom B. K. Knutsen

CEO

AS Einar Kunsts etf. (**aseke**)

*When using the terms “we”, “our”, “us” in this Supplier Code of Conduct –we are referring to the company AS Einar Kunsts ETF also referred to as **aseke**.*

### 1. Legal Compliance

Suppliers must operate in full compliance with all applicable local, national, and international laws and regulations, including but not limited to those concerning labor, health and safety, environmental protection, and anti-corruption.

### 2. Human Rights and Labor Practices

**aseke** is committed to respecting human rights as outlined in the Universal Declaration of Human Rights and we expect the same from our suppliers. Suppliers must:

- **No Forced or Child Labor:** Ensure that all forms of forced, bonded, or indentured labor, involuntary prison labor, slavery, trafficking, and child labor are strictly prohibited.
- **Fair Employment Practices:** Provide fair wages, benefits, and working hours in compliance with applicable laws and industry standards. Overtime must be voluntary and compensated at a fair rate.
- **Freedom of Association:** Respect the rights of employees to freely associate, join or not join trade unions, seek representation, and engage in collective bargaining as permitted by local laws.
- **Non-Discrimination:** Ensure that no employee or job applicant is subject to discrimination on the basis of race, color, age, gender, sexual orientation, religion, ethnicity, disability, marital status, or any other legally protected characteristic.
- **Harassment-Free Workplace:** Provide a workplace free from harassment, bullying, abuse, and other forms of mistreatment. Suppliers must establish and enforce a zero-tolerance policy against any form of harassment or abuse.

### 3. Health, Safety, and Environment (HSE)

Suppliers must provide a safe and healthy working environment for their employees. Our suppliers are expected to:

- **Occupational Health and Safety:** Comply with all applicable health and safety laws, regulations, and industry standards. Implement robust health and safety management practices to minimize workplace hazards and prevent accidents and injuries.
- **Environmental Stewardship:** Minimize adverse effects on the environment by adopting environmentally friendly practices. Suppliers must comply with all applicable environmental laws and regulations and strive to reduce waste, emissions, and resource consumption. **aseke** encourages suppliers to implement sustainable practices such as recycling, waste reduction, and energy conservation.

- **Chemical and Waste Management:** Ensure proper handling, storage, and disposal of hazardous materials and waste, and take all reasonable steps to prevent environmental contamination.

#### 4. Ethical Business Practices

Suppliers must conduct their business ethically and transparently. We expect our suppliers to:

- **Anti-Corruption and Bribery:** Prohibit any form of bribery, corruption, extortion, embezzlement, or fraud. Suppliers must not offer, give, solicit, or accept any bribe or other improper advantage in order to gain or retain business.
- **Conflict of Interest:** Avoid any situation where personal interests or relationships might conflict with the interests of **aseke**. Suppliers must disclose any potential conflict of interest to **aseke**.
- **Confidentiality:** Safeguard **aseke**'s confidential information and intellectual property and use such information only for its intended and permitted purposes.
- **Fair Competition:** Conduct business in accordance with all applicable antitrust and competition laws and practices.

#### 5. Quality and Product Safety

Suppliers are responsible for ensuring that all products and services provided to **aseke** meet the quality and safety standards agreed upon in the relevant contract and applicable laws and regulations. Suppliers must:

- **Quality Control:** Establish and maintain processes to ensure that products and services consistently meet **aseke**'s quality standards.
- **Product Safety:** Ensure that all products supplied to **aseke** are safe for their intended use and are free from defects that could harm people or the environment.

#### 6. Sustainability and Continuous Improvement

**aseke** is committed to sustainability and encourages our suppliers to continuously improve their own sustainability practices. Suppliers should:

- **Sustainable Sourcing:** Promote sustainable practices in their supply chain, including responsible sourcing of materials, minimizing environmental impact, and fostering social responsibility.
- **Carbon Footprint Reduction:** Take steps to reduce their carbon footprint by implementing energy-efficient processes, utilizing renewable energy sources, and minimizing greenhouse gas emissions.
- **Innovation:** Pursue innovative solutions and continuous improvement in environmental and social performance.

#### 7. Monitoring and Compliance

**aseke** reserves the right to monitor suppliers' compliance with this Code of Conduct through audits, assessments, and other means. Suppliers must:

- **Record-Keeping:** Maintain accurate records of all matters related to their business with **aseke** to demonstrate compliance with this Code of Conduct.
- **Access for Audits:** Provide **aseke** or its authorized representatives access to relevant records, facilities, and personnel for the purpose of verifying compliance.
- **Corrective Actions:** Promptly address any deficiencies identified through audits or assessments.

8. Supplier responsibility and Reporting Violations

As a Supplier, you are expected to understand and comply with this Supplier Code of Conduct when providing services to **aseke**. This Code of Conduct applies to all Suppliers acting on behalf of **aseke**.

You must take reasonable steps to ensure that any of your sub-suppliers adhere to the same or similar standards as outlined in this Supplier Code of Conduct when supplying to **aseke**.

The Supplier shall maintain proper records to show adherence to this Supplier Code of Conduct. Any violations of this Code or applicable laws will not be tolerated. If a Supplier engages in improper practices or irregularities while working with us, we will take corrective measures to prevent future occurrences. These measures may involve ending our business relationship or contract and notifying the relevant authorities.

Suppliers, their employees, and subcontractors are encouraged to report any actual or suspected violations of this Code of Conduct to **aseke**. **aseke** will handle all reports confidentially and will not tolerate retaliation against anyone who, in good faith, reports a concern. Reporting actual/suspected violations to **aseke**, should be sent via email to our whistleblowing channel: [apenhetsloven@aseke.no](mailto:apenhetsloven@aseke.no)

Acknowledgment and Agreement

By signing this document, the undersigned acknowledges that they have read and understood the **aseke** Supplier Code of Conduct. The undersigned agrees to comply with the principles and requirements set forth in this document and ensures that their organization, including all employees, subcontractors, and associated entities, also adheres to these standards.

Supplier Information

Company Name: \_\_\_\_\_

Address: \_\_\_\_\_

Contact Person: \_\_\_\_\_

Title: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

Signature

I, the undersigned, certify that I am an authorized representative of the supplier and that I agree to the terms of the **aseke** Supplier Code of Conduct.