

The Norwegian Transparency Act

The purpose of the Norwegian Transparency Act is to promote respect for fundamental human rights and decent working conditions. The Act also obliges businesses to give the public access to information about such matters and the efforts that businesses undertake in this regard.

Our values, which are described in our cultural platform, underpin everything we do to safeguard human rights and to promote good working conditions at our suppliers and business associates, and throughout our supply chain.

Through targeted surveys, we must ensure that we maintain an overview of conditions relating to fundamental human rights and decent working conditions in all stages of our supply chains and at all our business associates. We will publish the results of one ongoing survey in this area in spring 2023.

All our company employees sign our “Ethical guidelines for the FMI group”. This document describes how we as employees should address internal issues relating to our ethical guidelines as well as other matters relating to human rights, integrity and corruption. We actively use our quality system to report non-conformances, observations and improvement proposals as part of our ongoing efforts to embed a culture of improvement.

HSE permeates everything we do: no one should be injured or harmed at work. As a responsible company, it goes without saying that we comply with the requirements of the Norwegian Working Environment Act. We enjoy a close and productive dialogue with the company’s union representatives.

Human rights

- We undertake to respect the human rights of those affected by our operations, and we will influence our business associates to do the same.
- If we discover that our business associates are complicit in human rights violations, or that there is a risk of such, we will use our influence to prevent or limit any adverse impacts.
- If we discover that we have caused or been complicit in human rights violations, we will take measures to rectify the harm.
- If we identify situations where we are at risk of not respecting human rights, we will implement risk-reducing measures.

Environment

Since 1919, Franzefoss Minerals has been engaged in the extraction of non-renewable minerals in various locations in Norway. This confers on us a special responsibility for the local communities of which we are a part.

Our most important task is to ensure that we always implement the available measures to minimise our production footprint. We are a space- and resource-intensive business for a Norwegian municipality, and we are also present in the environment for a long time. This has both positive and negative impacts for the local community.

We know that we must gain the acceptance of our local communities in order to acquire the permits and licences we require to operate. Our focus has always been, and will remain, on ensuring that we

are a good neighbour who is compliant and inclusive in our communication with the various local stakeholders who are affected by our operations.

We will always strive to provide systems, communication channels and reporting procedures that satisfy the requirements and orders imposed on us by the Norwegian authorities, ISO standards, and landowner and other agreements.

We are also responsible for all suppliers in the various stages of our value chains. It is our duty to ensure that these do not tarnish our reputation or place an additional burden on our local communities.

Sustainability

Franzefoss Minerals has adopted several of the UN's sustainable development goals in order to ensure future-oriented mineral production. The green transition and R&D are pillars of our work in this area. We actively investigate how we can help and optimise the natural cycle – both at sea and on land.

Whistleblowing

At Franzefoss Minerals, we have established whistleblowing procedures for censurable conditions. Censurable conditions are conditions that are in conflict with the rule of law or ethical standards. Examples include corruption or other economic crime, threats to people's lives and health, discrimination, bullying, hazardous products, discharges and emissions that pollute the environment and a poor working environment.

Information

At Franzefoss Minerals we actively strive to ensure that we operate responsibly in connection with our production and our deliverables. The Norwegian Transparency Act entitles the public to request information about how the Franzefoss Minerals group handles adverse impacts on fundamental human rights and decent working conditions. Such information may be obtained by sending a written request to apenhetsloven@kalk.no