

Dear business partner.

Our company Mittet AS, hereunder our daughter company Mittet UAB, has committed ourselves to an ESG-strategy which includes commitment to UNs "Universal Declaration of Human Rights".

Our company have highly focus on human rights and decent work conditions for all employees, independent of rase, gender, religion or political orientation. For that reason, we kindly ask you to confirm your company's policy for human rights and decent work conditions for workers by confirming the declaration below. Please sign and return as soon as possible.

Thanks in advance.

Mittet AS



Reidar Mjelde
CEO

Declaration of Conformity

Company name _____

Responsible person _____

Position in the company _____

E-mail _____ Tel.: _____

I herby declare that our company follows UNs "Universal Declaration of Human Rights" or similar recognized norms and declarations of human rights, and practices a "non acceptance policy" for discrimination related to rase, gender, religion or political orientation. Furthermore, I declaire that all the workers in our company, including doughter companies (if any) or other companies in the company group (if any), work under decent working conditions, which includes a healthy and safe workplace with fresh air, access to fresh water and access to decent sanitary facilities. Child labor does not occur, and is not acceptable or practiced in our company.

Place and date _____

Signature _____

Return to: rm@mittet.com

