

Drytech AS, Norway

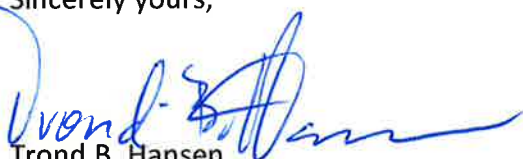
Letter of commitment

Tromsø 10.01.2017

I am pleased to confirm that Drytech AS reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continue to improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders and employees using our primary channels of communication.

Sincerely yours,



Trond B. Hansen  
Managing Director  
Drytech AS



# Drytech AS practice and contribution to Global Compact`s 10 principles

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Drytech AS, Trond B. Hansen

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## Human Rights Principles

Drytech AS support the international human rights as outlined in the UN human right declaration with accompanying conventions. Co-workers shall respect human value, personal information protection and the rights introduced to them through work. Under no circumstances shall co-workers contribute to breach in any person's human rights.

The Human Rights Principles is highlighted in Drytech' ethical guidelines. Employees receive information at plenary sessions and are encouraged to report violations.

Drytech AS shall not cooperate with persons or companies violating human rights principles.

## Labour Principles

Drytech respects organisational freedom and salary negotiation. Employees are free to choose a representative who will represent them. Drytech will give the representative the time and materials during working hours to do this to a satisfactory standard.

Drytech shall be a good and a professional workplace with an including work environment and shall acknowledge international conventions. We shall respect all individuals and work actively to create and maintain a good working environment. All employees shall treat each other with respect, which means the organisation works to make sure that cooperation and interaction take place at all times, and it is important to help each other in order to accomplish this. Drytech takes distance from discrimination and will do our best to encourage equality at the workplace. We follow the laws of discrimination set by the Norwegian government. Direct or in-direct discrimination based on race, skin colour, gender, sexual orientation, political-or cultural view, national-or social background or other status shall never take place.

All of Drytech' full time employees are over 18 years, the legal age in Norway. We employ young adults from the age of 15-18 for simple tasks at the company where written parental consent and restrictions compliant with Norwegian laws apply.

Our purchasing department follow our guidelines on code of conduct when they conclude agreements with suppliers. We do not cooperate with suppliers who employ children.

Drytech has an electronic database for all procedures, guidelines and deviation reporting system. All employees has access to this program and can report deviations at their department anonymously if desired. The executive team use this system when reporting to the board and stakeholders of Drytech.



## Environmental Principles

Drytech shall be a pioneer in taking care of the environment and promote greater environmental responsibility. Drytech has achieved an Eco Lighthouse Certificate, an official Norwegian environmental certificate. Requirements to be certified are as follows:

- HSE Internal control system
- Working environment
- Materials and purchasing
- Waste, energy, transport and pollution
- The company should minimize their environmental impact and continually improve its efforts for the environment.

Drytech works continuously to reduce the environmental impact, by procurement of Nordic and local ingredients. We do not use palm oil in our kitchen to reduce the burden on the rainforest. The company makes continuous investments that reduce energy consumption, packaging, fuel for transport and have a high focus on recycling.

Employees are encouraged to report deviations on environmental considerations at their department. The employees of Drytech are the most important contributors to keep improving in the future.

## Anti-Corruption Principles

Drytech AS want fair and open competition, in both national and international markets. Employees shall not, under any circumstances, cause or contribute to violation of general or special competition rules, such as illegal price-fixing, illegal market sharing or other conduct in violation of applicable competition laws.

Anti-corruption principles are found in Drytech' ethical guidelines and are highlighted to all employees at plenary sessions.

Drytech AS cannot cooperate with persons, companies or organizations violating anti-corruption principles.

