

Communication On Progress (COP)

For

Fibo AS

August 2016

Element 1 : Continued commitment

"The latest years Fibo AS has increased its focus at the different aspects around

Fibo AS has in recent years increased focus on the various aspects of Corporate Social Responsibility. The United Nations Global Compact's initiative, guidelines and principles have helped us in this work and are becoming more and more implemented in the organization.

We produce goods locally in Norway, but with international raw materials. This leads us to meet other cultures regarding regulations and respect for the individual. We actively use the United Nations Global Compact's guidelines together with our questionnaire when visiting suppliers. We emphasize our focus on human rights, labor rights, the environment and corruption towards all suppliers and partners. Supplier's view and business practices regarding this are as important to us as product quality. We do not select suppliers that violate our principles.

We also have their own Code of Conduct that substantiates this

We fully support the initiative and will continue to work in the years to come according to the guidelines set "



Torfinn Knutsen
Managing Director.

Element 2 : Status / actions

- **Human Rights**

- **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
- **Principle 2:** make sure that they are not complicit in human rights abuses.

Actions

- We tolerate all religions, but no practicing during work time
- 0-tolerance towards bullying and harassment
- We ensure that suppliers act according to international guidelines. This is followed up by questionnaire's and audits in the sites
- No new suppliers are able to supply materiel to Fibo unless we have performed and approved the audit

- **Labour**

- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
- **Principle 4:** the elimination of all forms of forced and compulsory labour,
- **Principle 5:** the effective abolition of child labour; and
- **Principle 6:** the elimination of discrimination in respect of employment and occupation.

Actions

- All production is in Norway and we follow the Norwegian law
- Equal pay for equal work
- All employees have work contracts
- Audits and questionnaires secures that all our suppliers also meet the labour requirements in the operating country

- **Environment**

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges,
- **Principle 8** undertake initiatives to promote greater environmental responsibility; and
- **Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

Action

- All our raw material is PEFC / FSC certified and are also according to EU timber regulations- Audits done by DNV
- All timber waste is burned in a boiler making hot water for heating of building. Reuse of heat from heat exchangers
- Motion sensors and time control on all light sources.
- Member and control member of Grønt Punkt Norge,
- All external waste is sorted and delivered to recycling

- **Anti-corruption**

- **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

Tiltak

- No personal gain of agreements done while working is acceptable
- All external visits to suppliers e.g are paid by Fibo
- Friends / family/ others shall not be preferred when we are making agreements. All choices to be done objective.

Our Ethical guidelines and Code of Conduct is signed by all employees

Element 3 : Results

Having worked with the United Nation Global Compact, we have created increased awareness of our corporate social responsibility. The Global Compact's 10 principles are reviewed at meetings, at customer visits and visits from schools. This helps to make sure that these are important things to focus on.

Our Ethical guidelines and Code of Conduct is signed by all employees and ensures us that we do the right things.