

Mega Group consists of the following companies:

- Mega Solutions
- BlueSolutions
- Hydrakit

A Message from Mega Group

Mega Group is committed to unyielding integrity and high standards of business conduct in everything we do, especially in our dealings with Mega Group suppliers. Mega Group bases its Supplier relationships on lawful, efficient, and fair practices, and Suppliers must adhere to applicable legal and regulatory requirements in their business relationships as set out in this Integrity Guide for Suppliers in connection with their activities for Mega Group.

Suppliers are responsible to ensure that they and their employees, workers, representatives, suppliers, and subcontractors comply with the standards of conduct set out in this Guide and in other contractual obligations to Mega Group. Please contact the Mega Group manager you work with or any Mega Group Compliance Resource if you have any questions about this Guide or the standards of business conduct that all Mega Group Suppliers must meet.

Responsibilities of Mega Group suppliers

You, as a supplier to Mega Group, agree:

Fair employment practices: to (i) observe applicable laws and regulations governing wages and hours, recruitment, and employment contracts; (ii) allow workers to choose freely whether to organize or join associations of their own choosing for the purpose of collective bargaining as provided by local law or regulation; (iii) prohibit discrimination, harassment, and retaliation; (iv) upon end of employment, reimburse return transportation costs for workers recruited from outside the country; (v) not charge workers recruitment fees or utilize firms charging workers such fees; (vi) not utilize fraudulent or misleading recruitment practices; (vii) not hold or destroy a worker's identity or immigration documents; and (viii) provide workers with terms and conditions of employment in a language the worker understands.

Health, safety, and environment: to (i) comply with applicable environmental, health, and safety ("HSE") laws and regulations and Mega Groups' contractor HSE requirements; (ii) to provide workers a safe and healthy workplace; and (iii) not to adversely affect the local community. If housing is provided or arranged, it must meet host country safety standards.

Human rights: to (i) respect human rights of your employees and others in your business operations and your activities for Mega Group; (ii) not to employ workers younger than fifteen (15) years of age or below the applicable minimum age, whichever is higher; (iii) not to use forced, prison, or indentured labour, or workers subject to any form of physical, sexual or psychological compulsion, exploitation, or coercion, or to engage in or abet trafficking in persons; (iv) to adopt policies and establish systems to procure tantalum, tin, tungsten, and gold from sources that have been verified as conflict free; and (v) to provide supporting data on your supply chain for tantalum, tin, tungsten, and gold to Mega Group when

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Versjon: 1	Sist revidert: 25.03.2024	Neste revisjon:

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requested, on a platform to be designated by Mega Group.

Working with governments, improper payments, and dealings with Mega Group employees and representatives:

to (i) maintain and enforce a policy requiring adherence to lawful business practices, including a prohibition against bribery of government officials, (ii) not to offer or provide, directly or indirectly, anything of value, including cash, bribes, gifts, entertainment, or kickbacks, including offers of employment, or participation in a contest, game, or promotion, to any Mega Group employee, representative, or Mega Group customer or to any government official in connection with any Mega Group procurement, transaction, or business dealing, and (iii) to provide supporting data to Mega Group when requested.

Competition law: not to share or exchange any price, cost, or other competitive information or engage in any collusive conduct with any third party with respect to any proposed, pending, or current Mega Group procurement.

Intellectual property: to respect the intellectual and other property rights of Mega Group and of third parties, including all patents, trademarks, and copyrights.

Security and privacy: to (i) respect privacy rights and secure the data of Mega Group employees, customers, and suppliers (collectively, "Mega Group Data"); (ii) to implement and maintain physical, organizational, and technical measures to ensure the security and confidentiality of Mega Group Data in order to prevent accidental, unauthorized or unlawful destruction, alteration, modification, or loss of Mega Group Data, misuse of Mega Group Data, or unlawful processing of Mega Group Data; and (iii) protect Supplier operations and facilities against exploitation by criminal or terrorist individuals and organizations.

Trade controls and customs matters: (i) not to transfer Mega Group technical information to any third party without the express written permission of Mega Group; (ii) to comply with all applicable trade control laws and regulations in the import, export, re-export, or transfer of goods, services, software, technology, or technical data including any restrictions on access or use by unauthorized persons or entities; and (iii) to be cognizant of laws, regulations, and guidelines for Sanctions and not to take any action or inaction that could expose Mega Group to liability or penalties under Norwegian Export Control Regulation.

Management accountability and responsibility: to adopt or establish a management system that (i) is consistent with this Guide and applicable laws and regulations; (ii) includes processes to identify and control HSE, business ethics, labour, human rights, and legal compliance risks associated with your operations; and (iii) requires periodic self-assessments of your operations and audits of your supply chain to ensure compliance with this Guide.

Controllershship: to ensure that all invoices and any customs or similar documentation submitted to Mega Group or governmental authorities or audited by third parties in connection with transactions involving Mega Group accurately describe the goods and services provided or delivered and the price thereof and ensure that all documents, communications, and accounting are accurate and honest.

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How to raise a question or concern

Subject to local laws and any legal restrictions applicable to such reporting, each Mega Group Supplier is expected to inform Mega Group promptly of any concern related to this Guide affecting Mega Group, whether or not the concern involves the Supplier, as soon as the Supplier has knowledge of such an occurrence. Mega Group Suppliers also must take such steps as Mega Group may reasonably request to assist Mega Group in the investigation of any such occurrence involving Mega Group and the Supplier.

Define your question/concern: who or what is the concern? When did it arise? What are the relevant facts?

- I. **Prompt reporting is crucial**– a question or concern may be raised by a Mega Group supplier as follows:
 - By discussing with a Mega Group manager; or
 - By emailing post@megasolutions.no (same for all companies in Mega Group)
- II. Mega Group Policy forbids retaliation against any person reporting such a concern.

Supplier Declaration					
By signing below, I confirm that I have the authority to sign on behalf of my company, and that all conditions in this Integrity guide for suppliers will be followed. Digital signature will be approved					
Signature:		Print Name:		Date:	

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