

Beauty Rebels Code of Conduct

Beauty Rebels is committed to conducting business operations in a responsible and ethical manner. The company strictly adheres to Norwegian legislation and international standards for fundamental human rights, labour rights, corruption and bribery and protection of the environment. Furthermore, Beauty Rebels aims to influence its suppliers and business partners towards ethical and sustainable production and responsible business practices.

The Beauty Rebels Code of Conduct is based on the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises. The company is committed to uphold these international instruments that set standards for areas such as fundamental human rights, labour rights, animal welfare and corruption and bribery and has integrated them into the policies and procedures that govern responsible business conduct across the value chain.

Applicable for employees, suppliers and business partners

The Beauty Rebels Code of Conduct applies to Beauty Rebels and all employees in the company. Furthermore, it applies to consultants and others acting on behalf of Beauty Rebels. The principles in the Code of Conduct also apply to all suppliers and business partners of the company, which shall commit to adhere with the principles within their own business. Furthermore, supplier and business partners shall promote the principles to secondary suppliers/business partners. This includes consultants and others acting on behalf of the supplier/ business partner.

Duty to report

Beauty Rebels is committed to promptly, appropriately, and efficiently counteract and address violations of the principles set out in the Beauty Rebels Code of Conduct. Therefore, all employees are required to promptly report any suspected violations of the principles. No retaliation shall be taken against employees who report actual or potential concerns.

Suppliers and business partners have a duty to immediately report to Beauty Rebels upon suspicion of any breaches of the principles mentioned in the Code of Conduct. There shall be no retaliation against suppliers/business partners or employees of suppliers/business partners who report actual or potential concerns. Measures should be in place to allow employees of the supplier/business partner to report anonymously or through a designated representative.

Duty to conduct due diligence

Beauty Rebels is subject to the Norwegian Transparency Act (Act relating to enterprises' transparency and work on fundamental human rights and decent working conditions) and is committed to conduct due diligence processes in accordance with the OECD Due Diligence Guidance for Responsible Business Conduct on a regularly basis. Furthermore, Beauty Rebels expect all suppliers and business partners to conduct due diligence in line with the mentioned guideline or similar.

Principles for responsible business conduct

All business operations conducted by Beauty Rebels, and suppliers and business partners of the company, shall be mannered in accordance with the following principles for responsible business conduct. These principles establish minimum, not maximum standards and local legislation shall be respected. Where national laws and regulations address the same matter as the principles, the highest standard shall apply.

1. Forced and compulsory labour (ILO Conventions No. 29 and 105)

1.1. There shall be no forced, bonded or involuntary prison labour.

1.2. Workers shall not be required to lodge deposits or identity papers with their employer and shall be free to leave their employer after reasonable notice.

2. Freedom of Association and the Right to Collective Bargaining (ILO Conventions No. 87, 98, 135 and 154)

2.1. Workers, without distinction, shall have the right to join or form trade unions of their own choosing and to bargain collectively. The employer shall not interfere with, obstruct, the formation of unions or collective bargaining.

2.2 Workers' representatives shall not be discriminated and shall have access to carry out their representative functions in the workplace.

2.3 Where the right to freedom of association and/or collective bargaining is restricted under law, the employer shall facilitate, and not hinder, the development of alternative forms of independent and free workers representation and negotiations.

3. Child Labour (UN Convention on the Rights of the Child, ILO Conventions No. 138, 182 and 79, and ILO Recommendation No. 146)

3.1. The minimum age for workers shall not be less than 15 and comply with the national minimum age for employment, or the age of completion of compulsory education, whichever of these is higher. If local minimum is set at 14 years in accordance with developing country exceptions under ILO Convention 138, this lower age may apply.

3.2. There shall be no recruitment of child labour defined as any work performed by a child younger than the age(s) specified above.

3.3. No person under the age of 18 shall be engaged in labour that is hazardous to their health, safety or morals, including night work.

3.4. Policies and procedures for remediation of child labour prohibited by ILO conventions no. 138 and 182, shall be established, documented, and communicated to personnel and other interested parties. Adequate support shall be provided to enable such children to attend and complete compulsory education.

4. Discrimination (ILO Conventions No. 100 and 111 and the UN Convention on Discrimination Against Women)

4.1. There shall be no discrimination at the workplace in hiring, compensation, access to training, promotion, termination or retirement based on ethnic background, caste, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

4.2. Measures shall be established to protect workers from sexually intrusive, threatening, insulting or exploitative behavior, and from discrimination or termination of employment on unjustifiable grounds, e.g. marriage, pregnancy, parenthood or HIV status.

5. Harsh or Inhumane Treatment (UN Covenant on Civil and Political Rights, Art. 7)

5.1. Physical abuse or punishment, or threats of physical abuse, sexual or other harassment and verbal abuse, as well as other forms of intimidation, is prohibited.

6. Health and Safety (ILO Convention No. 155 and ILO Recommendation No. 164)

6.1. The working environment shall be safe and hygienic, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Hazardous chemicals and other substances shall be carefully managed. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in, the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

6.2. Workers shall receive regular and documented health and safety training, and such training shall be repeated for new or reassigned workers.

6.3. Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.

6.4. Accommodation, where provided, shall be clean, safe and adequately ventilated, and shall have access to clean toilet facilities and potable water.

7. Wages (ILO Convention No. 131)

7.1. Wages and benefits paid for a standard working week shall as minimum meet national legal standards or industry benchmark standards, whichever is higher. Wages should always be enough to meet basic needs, including some discretionary income.

7.2. All workers shall be provided with a written and comprehensible contract outlining their wage conditions and method of payments before entering employment.

7.3. Deductions from wages as a disciplinary measure shall not be permitted.

8. Working Hours (ILO Convention No. 1 and 14)

8.1. Working hours shall comply with national laws and benchmark industry standards, and not more than prevailing international standards. Weekly working hours should not on a regular basis be more than 48 hours.

8.2. Workers shall be provided with at least one day off for every 7-day period

8.3. Overtime shall be limited and voluntary. Recommended maximum overtime is 12 hours per week, i.e. that the total working week including overtime shall not exceed 60 hours. Exceptions to this are accepted when regulated by a collective bargaining agreement.

8.4. Workers shall always receive overtime pay for all hours worked over and above the normal working hours (see 8.1 above), minimum in accordance with relevant legislation.

9. Regular Employment (ILO Convention No. 95, 158, 175, 177 and 181)

9.1. Obligations to employees under international conventions, national law and regulations concerning regular employment shall not be avoided through the use of short-term contracting (such as contract labour, casual labour or day labour), sub-contractors or other labour relationships.

9.2. All workers are entitled to a contract of employment in a language they understand.

9.3. The duration and content of apprenticeship programmes shall be clearly defined.

10. Marginalized Populations (UN Covenant on Civil and Political Rights, art. 1 and 2)

10.1. Production and the use of natural resources shall not contribute to the destruction and/or degradation of the resources and income base for marginalized populations, such as in claiming large land areas, use of water or other natural resources on which these populations are dependent.

11. Environment

11.1. Negative impact on the environment shall be reduced throughout the value chain. In line with the precautionary principle, measures shall be taken to continuously minimize greenhouse gas emissions and local pollution, the use of harmful chemicals, pesticides, and to ensure sustainable resource extraction and management of water, oceans, forest and land, and the conservation of biodiversity.

11.2. National and international environmental legislation and regulations shall be respected and relevant discharge permits obtained.

12. Corruption

12.1. Corruption in any form is not accepted, including bribery, extortion, kickbacks and improper private or professional benefits to customers, agents, contractors, suppliers or employees of any such party or government officials.

13. Animal welfare

13.1 Animal welfare shall be respected. Measures should be taken to minimize any negative impact on the welfare of livestock and working animals.

13.2 National and international animal welfare legislation and regulations shall be respected.

Signatures:

Nina Fredriksen

CEO Beauty Rebels AS

Annika Bjørling

Chair Beauty Rebels AS