



### DECLARATION

Related to human rights due diligence assessments in the supply chain according to Norwegian Transparency act.

Considering the requirements of Norwegian Transparency act on Due Diligence assessment of human rights situation in supply chain,

#### I. On the basis of check done, hereby we declare responsibly that:

1. Bauwerk Group (including Norwegian companies belonging to the Group- Boen AS ) has a **Code of Conduct (hereinafter in the text- COC)** (a new version of which is currently under improvement, trying to declare a new important aspect related to our new sustainable obligations, rules and objectives in the area of human rights, social and governance), which **refers to the unconditional respect for human right in the course of our business**. The paragraph **Discrimination** of COC states non-tolerance of the discrimination or harassment on gender, race, religion, national origin, age, disability, sexual orientation, marital status or other characteristics protected by law, following the "Human Rights Rules of Bauwerk Group". Another paragraph - **Human rights and child labor** assumes the responsibility of Bauwerk Group being a global business entails with regard to respecting human rights and in particular, the challenges associated with child labor, as set in the "BG Human Rights Rules|"

2. **The Obligations set out in COC** are detailed in other documents of the Bauwerk group internal regulation, specifically in BG Human Rights Rules (as it is mentioned in the paragraph above); Declaration on the Non-use of Child Labour; Violence and Harrasment prevention policy (including detailed reporting procedure).

**Bauwerk Group Human Rights Rules** are based on Guiding Principles of United Nations on business and Human Rights. We're constantly striving to avoid causing or contributing to adverse human rights impacts through our own activities, and address such impacts if they do occur in a timely and appropriate manner. We always seek to prevent or mitigate adverse human rights impacts that are directly related to our operations, products, and services through our business relationships. Wherever we operate, we will comply with local laws and regulations, and cooperate with the relevant authorities in respecting and promoting internationally declared human rights,

and we demand the same from our Suppliers, who must agree to our Code and Conduct when entering business relation with Bauwerk Group.

More Expectations for our suppliers we're working with are described on the website of Bauwerk group <https://bauwerk-group.com/supplier/>, also you will find more information in our Sustainability report 2022 <https://bauwerk-group.com/sustainability-report-2022/> (it covers aspects of the supply chain, such as: Business practice; Responsibility in Sourcing; Employment principles, etc.).

**The Declaration of the non-use of Child Labour** confirms that Bauwerk Group doesn't use Child Labour in its business (i.e. strictly comply with requirements of legal regulation in the countries where the Group companies operate). The conclusion is based on the statistics of employed persons over the BG (by assessing the data of each entity separately).

**BG Policy Violence and Harassment** (we also popularly call it Mobbing policy) is aiming to ensure that BG employees are not subjected to hostile, unethical, degrading, humiliating, aggressive, abusive, offensive, or insulting and discriminating acts that are directed against the honor and dignity, physical or psychological integrity of an employee/group of employees and protect BG's employees from any adverse impact caused by said actions. The latest version of the policy (which is updated from time to time) will be published on our website soon.

3. All the internal regulation provisions set out in above mentioned internal regulation documents serve as the regulatory basis for the due diligence process during which we evaluate our suppliers (assess and identify the risk; trying to mitigate and remediate the risk that have been identified) according to the criteria embedded in our regulation.

## **II. General description of the enterprise's structure.**

Bauwerk Group is a Swiss AG, operating globally. The group's head office is in St.Margrethen, Switzerland. Our expertise is the production of parquet. Boen AS is a Norwegian sales company within the group.

For a long time, we have been concerned with ESG (environmental, social and business ethics), where the group's climate work has received considerable attention. The group also has a policy on human rights, decent working conditions and corruption and Sustainability report.

A working group consisting of HR and HSE manager, with support from group management, has been set up for the overall responsibility, which has received its mandate from the board of Boen AS.

The work on due diligence has started. This is the first report that has been prepared based on the Transparency Act.


**Contact**

Here are our contacts to your requests regarding the Norwegian Transparency Act:

[jan.dalene@bauwerk-group.com](mailto:jan.dalene@bauwerk-group.com)


**III. Signatures Boen AS as board.**

Tveit, 30 June 2023



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Patrick Hardy  
Chairman of the board



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Peter Schmitter  
Member of the board



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Guido Bernd Müller  
Member of the board



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Jan Nielsen  
Member of the board