

QUESTIONNAIRE FOR FLIS FRAM AS SUPPLIERS, REGARDING THEIR HANDLING OF FUNDAMENTAL HUMAN RIGHTS AND DECENT WORKING CONDITIONS.

Pursuant to the Norwegian Transparency Act (copy enclosed), that aims to promote a responsible business and safeguard fundamental human rights and decent working conditions, we, Flis Fram AS, is obliged to identify and assess actual and potential adverse impacts on human rights and decent working conditions in their business and their business chain. For our compliance with the Act, we have developed a questionnaire that is sent to all our suppliers. Said Act translated to English is also enclosed to this questionnaire for your information.

Part 1 – information on sub-contractors and chain of suppliers

Could you please send an overview of your sub-contractors and the chain of suppliers that produces goods, services or other input factors to your production of goods from the raw material stage to a finished product?

Please include in this list the supplier's country of origin.

Part 2 – questionnaire

Topic / question	Comment/ description	Confirmed/ checked	Not aware	No
Child labour				
Could you please confirm that child labour is <u>not</u> used in your business?				
Could you please also confirm that child labour is <u>not</u> used in your sub-contractor’s business?				
Forced labour				
Could you please confirm that forced labour is <u>not</u> used in your business?				
Could you please confirm that forced labour is <u>not</u> used in your sub-contractor’s business?				
Risks related to working conditions				
Could you please provide a description of what measures have been taken to safeguard your employees at the work place?				

Could you please provide us with similar information regarding your sub-contractors?				
Is protective equipment that safeguards the employee's right to a safe workplace put to the employee's disposal and used by them?				
Does this protective equipment provide sufficient safety for the employees at the work place?				
Could you please provide us with similar information regarding your sub-contractors?				
When extracting and processing stone, or other relatable work, fine dust is generated. Could you please confirm that your employees have masks with sufficient protection during this kind of work?				
Could you please provide us with similar information regarding your sub-contractors?				
How is wear and tear on workers handled?				
Could you please provide us with similar information regarding your sub-contractors?				

Do the employees receive sufficient and relevant training at the place of work?				
Could you provide us with a description of the training?				
Could you please provide us with similar information regarding your sub-contractors?				
Remuneration				
Can you guarantee that your employees receive a living wage?				
Can you guarantee that your sub-contractor's employees receive a living wage?				
Can you guarantee equal wages for equal work, without discrimination of any kind?				
Does your sub-contractor provide equal wages for equal work, without discrimination of any kind?				
Are normal working hours regulated? Please describe.				

What applies to overtime and overtime pay?				
Are there any overtime restrictions, and restrictions related to overtime pay? Please describe.				
Could you please provide us with a description of the applicable rules for rest and free time in your business?				
Could you also include information about holiday pay?				
Could you provide similar information on your sub-contractors?				
Please confirm that the above mentioned is in accordance with national applicable law.				
Work employment rights				
Is it common with labour unions in your country?				
Is your business part of a collective agreement?				

Do you have information on whether your sub-contractors are part of any collective agreements?				
Are your employees part of a labour union?				
Are your sub-contractors' employees part of labour unions?				
Do your employees have freedom of association?				
Do your sub-contractors' employees have freedom of association?				
As an employer, do you make arrangements for employees to exercise freedom of association?				
Do your sub-contractors' make arrangements for their employees to exercise freedom of association?				
Is there collective bargaining between you as the employer and your employees?				

<p>To what extent does your sub-contractors' business contribute negatively to local pollution?</p>				
<p>Have measures been adopted to prevent pollution? If yes, please explain what kind of measures.</p>		Green	Yellow	Red
<p>Have your sub-contractors' adopted any measures to prevent pollution? If yes, please explain what kind of measures?</p>		Green	Yellow	Red
<p>Other issues</p>				
<p>Do you have legal access to any natural resources used in the extraction of the natural material used in your products?</p>		Green	Yellow	Red
<p>Do your sub-contractors have legal access to any natural resources used in the extraction of the natural material used in their products?</p>		Green	Yellow	Red
<p>Is extraction of any natural resources/natural material in conflict with any indigenous population?</p>		Green	Yellow	Red

Date: Place:

On behalf of (company name)

(signature)

(Name in big letters)