

Policy for Sustainable Business Practices

Adopted by the NORLUX Board on 19 June 2026. Last amended 19 June 2026.

Introduction

Norlux is committed to maintaining sustainable business practices that respect people, society and the environment. This policy, including the principles for sustainable business practices, forms the foundation of our sustainability work.

Norlux considers sustainable business practices a prerequisite for sustainable development, which means meeting the needs of the present without compromising the ability of future generations to meet their own needs¹.

Norlux is an adviser, supplier and collaborative partner for lighting solutions for today and the future. Norlux aims to contribute to a sustainable society through the development of innovative lighting solutions.

The UN Sustainable Development Goals are the world's shared action plan for sustainable development. In its sustainability work, Norlux has chosen to place particular emphasis on the following goals:

3: Good Health and Well-being

12: Responsible Consumption and Production

As a member of Ethical Trade Norway, Norlux is committed to actively carrying out due diligence for sustainable business practices.² Due diligence is a risk-based approach to respecting and safeguarding people, society and the environment in our own operations and throughout the supply chain. We expect our suppliers and business partners to follow the same approach.

Requirements for Our Own Operations

Norlux recognises its potential to contribute to positive development in the supply chain and has therefore established principles and requirements for its own operations.

Due Diligence

Norlux shall carry out due diligence for sustainable business practices. This means assessing potential adverse impacts on people, society and the environment, and stopping, preventing and mitigating such impacts. Measures are monitored, their effectiveness assessed and the results communicated to those affected. Where our activities cause or contribute to harm, we shall stop the activity and seek remediation. Where a supplier is responsible, the supplier is also responsible for remediation.³

Responsible Purchasing Practices

Norlux regards responsible purchasing as one of its most important tools for sustainable business practices. We shall ensure that our purchasing practices strengthen, rather than undermine, suppliers' ability to meet our requirements for people, society and the environment. We seek long-term relationships with suppliers that demonstrate the willingness and ability to improve conditions in the supply chain.

¹ World Commission on Environment and Development (Brundtland Commission), "Our Common Future", 1987.

² UN OHCHR, "Guiding Principles on Business and Human Rights (UNGPR)", 2011; OECD, "Due Diligence Guidance for Responsible Business Conduct", 2018.

³ Norwegian National Contact Point for Responsible Business Conduct, "OECD Due Diligence Guidance for Responsible Business Conduct - An Introduction", 2018.

Freedom of Association and Worker Representation

Norlux supports the right to freedom of association and other forms of democratically elected worker representation. We shall involve worker representatives and other relevant stakeholders in our work on sustainable business practices.

Supplier Development and Partnerships

In dialogue with suppliers, we will, where necessary, consider providing relevant training or resources that enable our suppliers to meet Norlux's requirements for conditions in the supply chain. In this way, we lay the foundation for strong cooperation with suppliers that demonstrate a particular willingness and ability to promote positive development for people, society and the environment throughout the supply chain.

Anti-corruption

Norlux and all its employees shall never offer or accept illegal or improper monetary gifts or other benefits to obtain business or private advantages for themselves, or advantages for customers, agents or suppliers.

Countries Subject to Trade Embargoes

Norlux, including our suppliers and business partners, shall avoid trading partners with activities in countries subject to trade embargoes imposed by the UN and/or Norwegian authorities.

Human Rights and Responsible Business Practices

Norlux is committed to respecting human rights and ensuring decent working conditions throughout the value chain. The company aligns its practices with internationally recognised standards, including the OECD Due Diligence Guidance and the principles of Ethical Trade Norway.

Norlux has zero tolerance for forced labour, child labour, discrimination, harassment and unsafe working conditions. The company expects all business partners to comply with these principles and operate in accordance with applicable laws and international conventions.

Norlux supports responsible recruitment practices, including the prohibition of worker-paid recruitment fees, and is committed to ensuring access to grievance mechanisms that enable workers and stakeholders to raise concerns safely and without fear of retaliation.

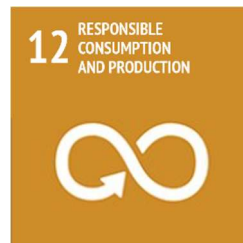
Through a risk-based due diligence approach, Norlux works systematically to identify, prevent, mitigate and account for adverse impacts on people, society and the environment, including climate impacts measured as CO₂-e.

Requirements for Conditions in the Supply Chain

We expect our suppliers and business partners to work purposefully and systematically to comply with our Supplier Guidelines, including the principles for sustainable business practices, which cover fundamental requirements relating to human rights, labour rights, anti-corruption, animal welfare and the environment. Our suppliers shall:

- Follow the Supplier Guidelines, including the principles for sustainable business practices.
- Actively carry out due diligence, which means conducting their own risk assessments of negative impacts on people, society and the environment, and **stop**, prevent and mitigate such impacts. Measures must be monitored, their effectiveness assessed, and the measures communicated to those affected. Where the supplier is responsible for the negative impact or harm, the supplier is also responsible for remediation.⁴
- Demonstrate a willingness and ability to pursue continuous improvement for people, society and the environment through cooperation.
- At Norlux's request, document how they and, where relevant, their subcontractors work to comply with the Guidelines.

If, after repeated requests, a supplier does not demonstrate the willingness or ability to comply with the Supplier Guidelines, the contract may be terminated.



⁴ Norwegian National Contact Point for Responsible Business Conduct, "OECD Due Diligence Guidance for Responsible Business Conduct - An Introduction", 2018.