

Orkla House Care

Sustainability Policy Commitment

Orkla House Care (OHC) comprises the brands Jordan, Anza, Hamilton, Spekter, SAM and Harris - six leading brands, offering painting tools and accessories to both private and professional painters. The Nordic region, Benelux and United Kingdom are the home markets, however the products can be found in a number of other countries as well. OHC is fully owned by Orkla ASA.

With this Policy Commitment, Orkla House Care commits to respect human rights, environmental, and economic sustainability, taking part in the global transition towards sustainable development. Our strategic objectives, determining the sustainability areas, where our firm will contribute, are expected to be further developed from a solid basis of sustainability due diligence.

Our Commitment

This Commitment covers all legal entities in Orkla House Care.

Our Commitment references the internationally agreed key areas of sustainable development: human rights (including labour rights), environment (including climate), and economic sustainability (including anti-corruption, anti-trust, and tax).

We make the Commitment operational through the international minimum standard for Responsible Business Conduct (RBC): The UN Guiding Principles on Business and Human Rights (UNGPs, 2011) and the OECD Guidelines for Multinational Enterprises (OECD, 2023). Hereinafter referred to as UNGPs/OECD.

Due Diligence and Access to Remedy

We comply with regulations, wherever we operate. In addition, this Policy describes our Commitment to RBC.

We conduct regular operational-level impact assessments to identify and prevent or mitigate risks of impacts from our business practices on all key areas of sustainable development. We measure the effects of our actions and communicate our efforts to relevant stakeholders. Stakeholders that are interested in viewing our latest impact assessments may contact us through our [tell-us mechanism](#).

If an actual impact occurs, we will seek to make the impact stop, prevent or mitigate reoccurrences, and provide access to remedy to those impacted, where we have caused or contributed to the impact.

Our Expectations of our Employees

We expect from our employees that they assist us in demonstrating RBC. This includes sharing of good ideas for improving our efforts to prevent or mitigate risks of impacts. We encourage our employees to inform us if they experience or identify adverse impacts on behalf of themselves or

others on human rights, in environmental or economic areas, which Orkla House Care may be causing, contributing to, or linked to.

Our employees can submit ideas or possible grievances through our [tell-us mechanism](#). The Orkla Code of Conduct for employees for our respective locations outline our specific expectations of employees relating to our risks of social, environmental, and economic impacts.

Our Expectations of Business Relationships

At OHC we appreciate our strong network of business relationships (BRs). Our expectations of BRs are based on the same international minimum standard for RBC to which we also hold ourselves accountable. We expect our BRs to implement the standard (UNGPs/OECD) as well. This includes asking the same from their BRs.

Any actual severe adverse impacts that our BRs cause, contribute to, or are linked to, shall be communicated publicly or to us promptly.

In addition, OHC encourages our BRs to notify us, should BRs find, that OHC actions or omissions are at risk of causing or contributing to adverse impacts with BRs, or that BRs are at risk of contributing to adverse impacts with us.

Our expectations of BRs are further elaborated in the Orkla Supplier Code of Conduct and the Orkla Business Partner Code of Conduct.

Integration

This Policy Commitment is reflected in all other policies, procedures, and guidelines throughout our business. It is publicly available and is actively communicated to all relevant stakeholders. We will share this Policy Commitment with our employees and BRs.

We encourage our employees and other stakeholders to inform us about challenges in relation to human rights, environmental, or economic impacts associated with us, our services, or our BRs, e.g., through our [tell-us mechanism](#).

Policy Commitment Development

This Policy Commitment has been reviewed by external experts. The Policy Commitment was approved by the Board of Directors and the Executive Management team of OHC.

The Policy will be reviewed and, if necessary, revised every year reflecting our progress in implementation.

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Maria Syse-Nybraaten
Chairperson of the board, Orkla House Care



Vicky Philemon
Chief Executive Officer, Orkla House Care