

Anti-Corruption/Bribery Strategy in the Eurosko Group

The purpose of Euro Sko Norge AS's "sustainable business strategy" is to ensure that our operations are conducted in a way that is economically, socially, and environmentally sustainable. This strategy forms the foundation of the company's ethical guidelines (CoC) and environmental commitments and is decisive for our sustainability goals, which are based on our ethical guidelines and membership obligations to Ethical Trade.

We expect our suppliers and business partners to do the same. All employees and our business partners must comply with our expectations and requirements as stated in our CoC, RSP, and Internal Routine for Due Diligence/Internal Routine for Purchasing Practices.

We strive for long-term supplier relationships with suppliers who demonstrate a strong willingness and ability to work towards positive development in the supply chain.

We maintain a highly stable supplier base, with long-standing relationships and a significant degree of transparency.

_____We do not accept corruption or bribery in our value chain_____

All forms of bribery are unacceptable, including the use of alternative channels to secure illegitimate private or business-related advantages for customers, agents, contractors, suppliers, their employees, or public officials.

Employees of Eurosko Group must not accept personal benefits or gifts that could influence or be intended to influence any decision in our business operations.

Certain markets where we operate have, according to Transparency International's Corruption Perceptions Index (CPI), a significant risk of corruption. These countries are closely monitored. We conduct social audits of our suppliers and subcontractors to ensure that this policy is not violated.

Irregularities will not be tolerated and will be carefully monitored. Eurosko Group reserves the right to take disciplinary action if we discover any violations of this policy in any of our operations or throughout our value chain.