



Hevea AS Human Rights and fair labour policy

- We conduct our business in a manner that respects the rights and dignity of all people, complying with all legal requirements.
- We respect internationally recognized human rights, as set out in the International Bill of Human Rights and the International Labour Organization's declaration on Fundamental Principles and Rights at Work.
- We recognize our responsibility to respect human rights and avoid complicity in human rights abuses, as stated in the UN Guiding Principles on Business and Human Rights.
- We treat everyone who works for our business fairly and without discrimination. Our employees, agency staff and suppliers are entitled to work in an environment and under conditions that respect their rights and dignity.
- We respect the rights of people in communities impacted by our activities. We will seek to identify adverse human rights impacts and take appropriate steps to avoid, minimize and/or mitigate them.
- We will seek to make contractual commitments with suppliers that encourage them to adhere to the same principles.

Teet Palmse
Chief Executive Officer



Hevea AS Ethical Trading Policy

- We are good corporate citizens and comply with all relevant laws and regulations wherever we operate.
- We are committed to free enterprise and fair competition, and believe in the right and necessity of business to make profits.
- We strive to operate at all times with honesty, fairness and integrity in our relations with customers, suppliers, competitors, employees, investors and the community.
- We do not offer, pay or accept bribes. No employees may accept gifts, invitations or other personal benefits from customers or suppliers without the prior approval of their line manager.
- We require employees to avoid conflicts of interest between their personal affairs and their business position and not to take unfair advantage of privileged information.
- We ensure that all business transactions are reflected accurately in the Company's records and published in accordance with legal requirements.
- We are concerned for the environment and seek to minimize the environmental impact of our operations while complying with all relevant laws. We seek to ensure that all our products are safe to manufacture and use.
- We encourage competition and, at the same time, value long term relationships with our customers and suppliers. We look to them to adhere to similar high standards as ourselves, particularly in respect of complying with all relevant laws and regulations in the countries where they operate and minimizing their environmental impact.

Teet Palmse
Chief Executive Officer