

Norxe Anti-Trafficking Policy

Introduction

The Norxe Anti-Trafficking Policy (the “Policy”) is intended to secure that all employees as well as suppliers and contractors that sell goods or render services to Norxe AS or any of Norxe’s affiliates (“Norxe”) comply with the United Nations “Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime”. The Policy shall furthermore secure that Norxe is in compliance with the requirements of the United States Government policy prohibiting trafficking in persons (clause (b) of CFR 55.222.50).

Policy

Any supplier or contractor, and any of their employees or agents, that sell any product or any service to Norxe shall comply with the following requirements and demonstrate that they have proper policies in place to secure such compliance as follows:

1. Shall not engage in severe forms of trafficking in persons.
2. Shall not procure commercial sex acts.
3. Shall not use forced labor.
4. Shall not destroy, conceal, confiscate or otherwise deny access to an employee’s identity or immigration documents, regardless of issuing authority.
5. Shall not use misleading or fraudulent recruitment practices or offerings of employment and shall not use recruiters that do not comply with local labor laws of the country where the recruiting takes place, including wages, benefits, place of work, living conditions, housing and associated costs or any hazardous nature of work.
6. Shall not charge employees recruitment fees.
7. Shall provide return transportation or pay for the cost of return transportation to an employee who was brought to the country of which work is taking place unless the employee is legally permitted to remain in the country after the end of employment and who chooses to do so.
8. Shall not provide or arrange housing to an employee that fails to meet the hosting country’s housing and safety standards.
9. Shall upon request by Norxe provide employment contracts, recruitment agreements or other required working documents in writing. Such written work documents shall be in a language that the employee understands. The work document shall be provided to the employee at least five days prior to the employee relocating. The employees work document shall include, but is not limited to, details about work description, wages, prohibition on charging recruitment fees, work location, living accommodation and associated costs, time off, roundtrip transportation arrangements, grievance process, and the content and application of laws and regulations that prohibit trafficking in persons.