

HUMAN RIGHTS AND DECENT WORK POLICY

Morrow is on a mission to safeguard our planet and our way of life for future generations. Every day we devote ourselves to delivering the most sustainable battery cells in the world. We know that in order to do so we need to deliver outstanding business performance as well as excel in environmental and social stewardship, including vigorously working for upholding human rights and decent work practices across the battery value chain. This human rights and decent work policy offers guidance in our work and communicates our commitment.

Our commitment

Morrow's employees will adhere to international human rights law and treat our colleagues, consultants, and externals equally and fairly. We will not accept the use of violence, retaliation, harassment, or discrimination and we support a good working environment for all. Morrow opposes all forms of human trafficking, forced labour and illicit forms of child labour in our operations and in our supply chain. We also commit ourselves to respecting the human rights of people in communities impacted by our activities including, but not limited to, the right to property, livelihood and the use of land and natural resources, security, health, and the right to water and sanitation.

The basis for our commitment can be found in:

- The Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Environmental, Social and Cultural Rights.
- The core conventions of the International Labour Organization: freedom of association and the effective recognition of the right to collective bargaining (Convention No. 87 and No. 98); the elimination of all forms of forced or compulsory labour (Convention No. 29 and No. 105); the effective abolition of child labour (Convention No. 138 and No. 182); and the elimination of discrimination in respect of employment and occupation (Convention No. 100 and No. 111) as well as the ILO conventions on labour standards on working hours and the health and safety of its workers
- The Norwegian Transparency Act
- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises

Our action

Respecting human rights and upholding decent work practices form central parts of Morrow's Code of Conduct and all employees at Morrow are requested to familiarize themselves and sign this code as they enter the Morrow workforce.

Morrow's Supplier Code of Conduct stresses the importance of decent work and respect for human rights. All suppliers are requested to assess and sign this code when entering collaboration with Morrow.

Morrow has a robust due diligence procedure where we assess likely social and environmental risks in our own operations as well as in our supply chain. We take measures to mitigate against these through screening, documentation requests and dialogue. The need to uphold human rights forms a key part of this work. Our procedures include supplier site audits by Morrow staff or third-party agencies. Any breaches observed will trigger action from our side. Morrow's top management and board supervises the due diligence process and insights from our due diligence work features at regular intervals on the board agenda.

Morrow supports a culture where concerns related to illegal or unethical conduct are reported and addressed either through manager in line or through whistleblowing channels. Similarly, as advised in the UN Guiding Principles on Business and Human Rights, any human rights grievances held externally by individuals or communities impacted by Morrow's activities, including in our supply chain, may be put forward to Morrow's General Counsel who will inform the Chair of the Board. Morrow will, in dialogue with stakeholders, explore ways of appropriately remedying any human rights breaches should they occur.

Morrow is ready to share information openly regarding human rights and decent work upon request from interested parties as per the Norwegian Transparency Act. Our suppliers pledge, when they sign our Supplier Code of Conduct, to assist with providing necessary information if prompted as per the Norwegian Transparency Act. Morrow reports, as of 2023, publicly on issues related to human rights and decent work on an annual basis as required in the Norwegian Transparency Act.

Beyond our reporting we also strive to engage and collaborate with stakeholders to learn more about potential human rights and decent work challenges that may appear in battery value chains. This includes dialogue with NGOs, trade unions, informal local associations, scholars, media and local authorities.