



Rustibus Worldwide AS

Routine for due diligence assessment of the supply chain

As a larger business that is covered by the Transparency Act, Rustibus Worldwide AS shall perform due diligence assessments in its own supply chain.

The due diligence assessments shall be based on the following principles and measures:

1) Mapping of the company's possible and actual negative impact on fundamental human rights and requirements for decent working conditions

Rustibus Worldwide AS will map out the possible and actual negative consequences the company's activities may have for fundamental human rights and requirements for decent working conditions. The work will be done with a risk-based approach and prioritize risk areas and assess measures according to the severity of the negative effect, the extent (how many are affected) and the possibility of recovery.

In order to assess the risk of violations of fundamental human rights or of demands for decent working conditions, the company shall:

- Facilitate that anyone can notify relevant risk factors directly to Rustibus
- Require our suppliers and further in the supply chain that they notify the company of any notifications of possible or actual negative effects
- Require our suppliers to conduct their business in a manner that does not violate fundamental human rights or requirements of decent working conditions
- Require our suppliers to require a similar obligation to their supplier and further in the supply chain
- We will conduct risk-based audits of our suppliers to check that they meet the requirements of Rustibus Worldwide

2) Suppliers domiciled in the EU / EEA, UK, USA, or Canada

Companies in countries domiciled in the EU / EEA, UK, USA, or Canada operate in states that are subject to real regulation and government control with regard to decent working conditions. States in these areas also have authorities that ensure the fundamental human rights of individuals. We consider that there is a limited risk of violations of fundamental human rights or requirements for decent working conditions in these States.

Measures:

- The company uses order confirmation and reference to the company's general supplier terms.

3) Suppliers domiciled in States that are sanctioned by the UN, the EU, or the USA

Activities in states that are subject to sanctions by the UN, the US or the EU can represent a significant risk of violations of fundamental human rights or of demands for decent working conditions.

Measures:

- Investigate whether the country in question is sanctioned by the UN, the USA, or the EU

Rustibus Worldwide AS Bekkjarviksundet 19 NO-5397 Bekkjarvik Norway	Org. Number: NO 921 976 968 MVA Ph: +47 959 67 002 E-mail: bergen@rustibus.com
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- If yes: investigate whether the reason for the sanctions is a violation of human rights or a violation of the requirements for decent working conditions
- If yes: Make a specific assessment of the supplier about this 1) have adequate guidelines for its own business and 2) whether it makes sufficient due diligence assessments in its own supply chain
- If yes: Ensure that the supplier notifies the company of deviations it becomes aware of, and that Rustibus Worldwide AS has the right to conduct audits
- The company uses order confirmation and reference to the company's general supplier terms.

4) Suppliers who are domiciled in states outside the EU / EEA, UK, USA, or Canada, which are also not sanctioned by the UN, EU, or USA

Companies domiciled in States outside the EU / EEA, UK, USA or Canada are considered to represent a risk of violation of fundamental human rights, even if these are not domiciled in sanctioned States.

Measures:

- Examine open sources about how conditions are in the country (Landinfo.no, HRW.org, Transparency International or similar)
- In the event of negative findings related to the State in question: Make a specific assessment of the supplier about this 1) have adequate guidelines for its own business and 2) whether it makes sufficient due diligence assessments in its own supply chain. 3) Ensure that the supplier notifies the company of deviations it becomes aware of, and that the company has the right to carry out audits of the supplier.
- The company uses order confirmation and reference to the company's general supplier terms.

5) Internal control

The company shall at least once a year make a reassessment of suppliers domiciled in States that are sanctioned by the UN or the EU, including communicating with the supplier about the status of its own internal control.

The company shall make a renewed assessment in all cases where specific notifications are received, or a development takes place in the State that increases the risk of human rights violations or the requirements for decent working conditions.

The company shall continuously check whether the sanction status has changed in the State the suppliers are domiciled.

The company shall without undue delay notify its suppliers of reports of concern or other reasons that create uncertainty about fundamental human rights or demands for decent working conditions.

At each choice of new supplier, the company shall consider setting a contractual obligation for due diligence, or possibly requiring a declaration of conformity from this.

The company shall communicate with the supplier and other relevant informants about any risk factors that are included in our products.

All due diligence assessments must be documented and archived.

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