



INDUSTRIAL ADHESIVES SINCE 1910

Krystal Code of Conduct

Krystal AS is committed to conducting business in a sustainable and responsible manner-in the interest of the company, its staff and the general public. Promoting proper business ethics, respect for internationally recognized human rights, decent working conditions and environmental practices part of our strategy to act in a socially responsible manner.

Our operating values and corporate philosophy are laid down in our handbook of employment. The values described therein form a commitment for all employees with regard to their conduct within Krystal as well as in relation to third parties.

Krystal AS,s board has adopted the Code of Conduct to clarify what we expect and require of both ourselves and those we work with.

Krystal expects all its employees (including but not limited to its Board of Directors, permanent and non permanent employees, volunteers and representatives) to make systematic, targeted efforts to conduct their work in full compliance with this code of conduct, applicable domestic and international laws and conventions, as well as other relevant Krystal policies and directives such as the Sustainability, Anticorruption and Work Environment Policy.

This Code of Conduct is inspired by the UN Global Compact's ten principles, the UN Guiding Principles on Business and Human Rights and the Sustainable Development Goals.

For further guidance regarding this Code of Conduct, Krystal Employees should contact their line manager who is responsible for offering support and guidance in the application of this Code of Conduct.