

Policy for Corporate Social Responsibility

ISN is committed to maintaining high ethical, social, environmental and governance standards. The company endeavours to create values for its shareholders, customers, employees and the communities where the company operates.

ISN's Corporate Social Policy draws on the principles of the Universal Declaration of Human Rights, the key conventions of the International Labour Organisation, the OECD Guidelines for Multinational Enterprises and the principles of the United Nations Global Compact.

in society

ISN's main contribution to society is to grow a profitable, value-creating business, thereby contributing to long-term economic, environmental and social development.

ISN's most important contribution to local communities is job creation, both directly and indirectly, which helps to enhance the local level of expertise and generates tax revenues. Local suppliers of goods and services are used where they are competitive.

Human rights

ISN supports the principles set forth in the Universal Declaration of Human Rights. The company will make sure that its operations are conducted in accordance with basic human rights standards.

Respect for different cultures

The company recognises the intrinsic value of the different cultures in which it operates, and will show respect for these cultures in its business practices. ISN will identify the potential impact of its operations on people and society, and will allow this insight to find expression in practical action to the benefit of the local communities.

Harassment and disciplinary practices

ISN does not tolerate mental or physical abuse or punishment, verbal abuse or corporal/hard-labour punishment. Company does not accept behaviour, including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.

Labour standards

Freedom of association respects the freedom of association and the right to | ISN collective bargaining.

Forced labour requires that all employees enter into employment with the company of their own free will. ~~ISN will. The company does not~~ accept any form of forced or compulsory labour.

Child labour and young workers will not employ children or support the use of child labour, ~~except ISN as~~ part of government-approved youth training schemes (such as work-experience programs). Discrimination does not accept any form of discrimination on the basis of gender, religion, race, ISN national or ethnic origin, cultural background, disability, sexual orientation, age or political opinion. Employment related ~~decisions shall~~ be based on relevant and objective criteria.

Working hours will comply with all applicable local and national standards on working hours and ISN overtime.

Remuneration will ensure that wages paid meet or exceed local and international legal minimum ISN standards concerning wages and benefits including compensation for overtime.

Notification gives fair notice to employees of significant changes that could substantially affect ISN them.

Working environment

ISN strives to offer a safe and healthy working environment for all employees. The company is working actively to avoid injuries and accidents arising out of the course of work by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

Environment

ISN's goal is zero accidental discharges to the sea and zero accidental emissions to the air. The company endeavors to minimize the impact of its day-to-day operations on the environment and is actively seeking solutions to improve its environmental performance.

Anti-corruption

ISN has a policy of zero tolerance toward bribery and corruption. The company is committed to fair and open competition in markets around the world.

Suppliers

ISN's suppliers and other partners are expected to comply with basic principles for corporate social and environmental responsibility which coincide with ISN 's own principles.

ISN will establish and maintain appropriate procedures to evaluate and select major suppliers and subcontractors on their ability to meet the requirements of ISN's Corporate Social Policy.

Corporate governance

ISN will display good corporate governance and will emphasize openness, transparency, accountability, equal treatment and information about long-term perspectives.

Business ethics

ISN will uphold the highest standards in business ethics and integrity, as described in its Code of Conduct.

This document has been approved by the Board of Directors of ISN.

No legal rights created This Corporate Policy is a statement of certain fundamental principles, policies and procedures that govern the Company. It does not create any legal rights for any customer, supplier, competitor, shareholder or any other person or entity.