

About the Company

FACE2FACE CREATIVES offer our clients brand awareness, top line growth and a predictable, positive ROI.

Since 1999, we have designed and conducted result-generating campaigns for the most powerful brands in the world.

From our offices in Oslo, Stockholm, Helsinki, Brussels and Zurich we serve clients all over the European continent.

Our campaigns engage, create measurable results and build strong and lasting relationships between brands and consumers.

Description of guidelines and routines for dealing with actual and potential negative consequences for basic human rights and decent working conditions

FACE2FACE CREATIVES cares greatly about our impact on human rights and decent working conditions. We have terms related to these topics included in our Supplier Code of Conduct and reserve the right to follow up with our suppliers related to these topics.

Our work with the Transparency Act is anchored in the management group and board of directors. The board has been involved with and informed of the process and has appointed the CFO as responsible for the assessments. Together with an external adviser, management has reviewed our supply chain, and chosen to follow up our most critical suppliers, as well as those where we have defined the greatest risk as a consequence of their industry and market. The risk is assessed in relation to The Norwegian Government Agency for Financial Management's high-risk list.

We have asked the selected suppliers to describe how they work according to a number of sustainability considerations and asked them to document this.

The Company's supplier conduct principles are published on our website and as such available for all suppliers. The principles describe our expectations of suppliers in several areas, such as human rights, labor rights and working conditions, health and safety, environment etc.

Discovered actual and potential consequences

No actual negative consequences were uncovered in our due diligence assessments.

We have not uncovered any significant risks of negative consequences in our supply chain. We have, however, identified certain risks associated with a lack of ethical routines described at some of our suppliers. There are also some of our suppliers who do not have specified requirements to their suppliers related to labor rights, human rights, the environment and/or anti-corruption. There are

also some suppliers who have not carried out their own due diligence assessments, and there is therefore a risk linked to a lack of information about their sub-suppliers.

Our measures

Going forward, we will follow up with our suppliers and ask them to implement the ethical routines described, as well as to start their own due diligence assessments. We also want to expand our work going forward, and include more suppliers, to get an even better overview of the risks inherent in our value chain.

We have created a whistleblowing channel where customers and other stakeholders can notify about any conditions. The information regarding this is available on our website.

We expect that these measures will lead to a lower risk of negative consequences in our value chain, and also hope that our influence will lead to our suppliers following up on their own subcontractors.

Date & signature

Oslo, 29th of June 2023

A handwritten signature in blue ink, appearing to read 'Martin A. S. Alquist', with a horizontal line drawn through the middle of the signature.

Martin A. S. Alquist

Chair of the board of directors