



MYLNA GRUPPEN

CODE OF CONDUCT

Companies within Mylna Gruppen AS:

Mylna Sport AS
Mylna Sport AB
Mylna Danmark APS
Scatto AS
NF Sweden AB
Abilica Online APS
Treningspartner AS
X-Life AS

(hereinafter referred to as "Mylna")

Social and environmental responsibility and ethical trading is an integral part of Mylna's culture and business strategy. Our aim is to deliver quality products so that our customers can have confidence that the product/s purchased are sourced in a manner which is fair to all involved.

At Mylna we act professionally, diligently and ethically and we expect the same from our suppliers, business partners or other third parties (collectively referred to as "Suppliers").

The business relationship between Mylna and its Suppliers shall be based on mutual respect, and assumes an open dialog. When selecting our Suppliers, compliance with human rights, environmental legislation, labour rights and equality will be taken into consideration.

Mylna requires its Suppliers to observe high standards of business and personal ethics in the conduct of their business. Suppliers must practice fair dealing, honesty and integrity in every aspect in dealing with their employees, customers, the public, suppliers, competitors and government authorities. We expect our Suppliers to comply with applicable laws and governmental rules and regulations in every country in which they operate, and we will not tolerate any instance of unethical or unlawful behaviour.

This code of conduct (the "Code") applies to our Suppliers. The Code is based on the relevant legal requirements and internationally agreed upon standards, including UN and ILO conventions and ICC Marketing Code.

1 LAWS AND REGULATIONS. INTERNATIONAL CONVENTIONS

1.1 The legislation on the production site must be respected. Suppliers and manufactures must comply with national laws and regulations relevant to their industries and in accordance with international conventions with regards to social and working conditions, child labour and environment and this Code. Where national laws and regulations covering the same topic as the Code or international conventions, the higher standard shall apply.

2 SOCIAL AND WORKING CONDITIONS. ENVIRONMENTAL STANDARDS

2.1 No discrimination (ILO Conventions No. 100 and 111 and the UN Convention on the Elimination of All Forms of Discrimination against Women)

Mylna expect our Suppliers to treat people with respect and dignity, encourage diversity, promote equal opportunity for all and have an ethical and inclusive culture. There shall be no discrimination in respect of employment, remuneration, training, promotion, dismissal or retirement based on race, skin colour, sex, religion, political opinion, national extraction or social origin. Protection shall be established against sexually intrusive, threatening, abusive or exploitative behavior, and against discrimination or termination on unfair grounds, e.g. status of marriage, maternity, pregnancy. Women shall not be dismissed due to pregnancy.

2.2 Working hours (ILO Convention No. 1 and 14)

Working hours must be in line with national laws or industry standards, and not exceed working hours in accordance with national laws and applicable international conventions. Overtime shall be limited.

2.3 Adequate wages (ILO Convention No. 131)

Wages for workers for a normal working week must at least be in line with national minimum wage regulations or industry standards, whichever is higher. Wages must always be sufficient to cover basic needs, including some savings. Wage conditions and payment of wages must be agreed in writing before the work begins. The agreement must be understandable to the worker. Deductions from wages as a disciplinary measure are not acceptable.

2.4 No forced labor/slave labor (ILO Convention No. 29 and 105)

There shall be no form of forced labor, slave work or involuntary labor. Workers shall not have to deliver a deposit or original identity documents to the employer and shall be free to terminate the employment with a reasonable period of notice. Workers shall be free to leave the workplace at the end of the workday.

2.5 Freedom of Association and the Right to Collective Bargaining (ILO Conventions No. 87, 98, 135 and 154)

Workers, without distinction, shall have the right to join or form trade unions of their own choosing and to bargain collectively. The employer shall not interfere with, obstruct, the formation of unions or collective bargaining. Workers' representatives shall not be discriminated and shall have access to carry out their representative functions in the workplace. Where the right to freedom of association and/or collective bargaining is restricted under law, the employer shall facilitate, and not hinder, the development of alternative forms of independent and free workers representation and negotiations.

2.6 Child labor (UN Convention on the Rights of the Child, ILO Convention No. 138, 182 and 79, ILO Recommendation No. 46)

Mylna expect our Suppliers to ensure that child labour and forced labour is not used in the performance of any work. The minimum age for workers must not be less than 15 years and in line with

- national minimum age for employment, or;
- minimum age for compulsory schooling,

with the maximum age as applicable. Our Suppliers must keep a copy of an official document showing each worker's date of birth. Children under the age of 18 must not perform work that is detrimental to their health, safety or morals, including night work.

2.7 Health, safety and the environment (ILO Convention No. 155 and Recommendation No. 164)

We expect our Suppliers to ensure that their employees are afforded an employment environment that is free from physical, psychological, and verbal harassment or abusive conduct, living conditions should be acceptable in relation to housing, sanitation, electricity and clean drinking water supply, transport and communications. Efforts will be made to ensure workers a safe and healthy working environment. Necessary measures must be implemented to prevent and minimize accidents and health damage as a result of, or related to, conditions in the workplace.

Each factory shall have a health and safety officer within the management, and routines for handling injuries, including injuries requiring medical attention. Each factory shall have a sufficient number of exits in case of emergency and these shall remain unlocked and obstruction-free. Noise, lightning and ventilation/temperature shall be at an acceptable level. Workers must have regular and documented training in health and safety. Health and safety training shall be repeated for newly employed and relocated workers. Workers must have access to clean sanitary facilities and clean drinking water. If relevant, the employer must also provide access to facilities for safe storage of food.

2.8 Anti-corruption. Money Laundering.

Mylna is committed to comply with anti-corruption laws. Our Suppliers must comply with the anti-corruption laws, directives and/or regulations that govern operations in the countries in which they do business. All forms of bribery are unacceptable, such as the use of alternative channels to secure illegitimate private or work-related benefits to customers, agents, contractors, suppliers or their employees as well as government officials. Mylna expect our Suppliers to take the necessary steps in order to prevent its financial transactions from being used by others to launder money.

2.9 Environmental protection

Negative environmental impact must be reduced throughout the value chain. National and international environmental legislation and regulations must be complied with and relevant discharge permits must be obtained.

2.10 Marginalized Populations (UN Covenant on Civil and Political Rights, art. 1 and 2)

Production and the use of natural resources shall not contribute to the destruction and/or degradation of the resources and income base for marginalized populations, such as in claiming large land areas, use of water or other natural resources on which these populations are dependent.

2.11 Chemicals

All products must comply with relevant European standards and regulations, such as the REACH regulation. If not, we demand to be informed, so we can evaluate if we will dismiss the products or if we will make our own tests, before the product is offered for sales.

2.12 Regular employment

Obligations to workers, in line with international conventions, national laws and regulations on regular employment, shall not be circumvented through the use of short-term commitments (such as the use of contract workers, freelancers and day workers), subcontractors or other employment relationships. All workers are entitled to an employment contract in a language they understand. Apprenticeship programs must be clearly defined in terms of duration and content.

2.13 No brutal treatment (Universal Declaration of Human Rights)

Physical abuse or punishment, or the threat of physical abuse is strictly prohibited. The same applies to sexual or other abuse and other forms of humiliation.

2.14 Animal welfare

Animal welfare shall be respected. Measures should be taken to minimize any negative impact on the welfare of livestock and working animals. National and international animal welfare legislation and regulations shall be respected.

3 MARKETING

3.1 All marketing communication should be legal, decent, honest and truthful.

Special care should be taken in marketing communications directed to or featuring children or teens. They should not undermine positive social behaviour, lifestyle and attitudes. Marketing communications should not offend standards of decency currently prevailing in the country and culture concerned.

4 PRIVACY

4.1 Mylna is required to protect personal data, and the same is expected of our Suppliers. When collecting or release of personal data from individuals, care should be taken to respect and protect their privacy by complying with relevant data protection and privacy laws and regulations.

5 SUPPORT AND MONITORING

5.1 At the request of Mylna, Supplier's is obliged to provide information about production sites as well as social and environmental functions related to the production chain.

5.2 To evaluate and monitor compliance with the Code, Mylna may use self-assessment questionnaires, factory visits, inspections, audits etc. Mylna may, on its own initiative, take the necessary measures. The above can be performed by own personnel or by approved third parties. Mylna or personnel approved by Mylna shall at all times have unhindered access to the production sites for goods intended for delivery to Mylna, including subcontractors.

The Code is in no way intended to conflict with or modify the terms and conditions of any existing contract. In the event of a conflict, Suppliers must first adhere to applicable laws and regulations, then the contract terms, followed by the principles in this Code.

