



**NREP Anti-trafficking and slavery
Policy
2022**

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1 BACKGROUND AND OBJECTIVE

NREP is a small Nordic business but as we are expanding to rest of Europe and beyond, and as we work with a global supply chain and even if we assess that NREP is relatively low risk in relation to the risk of slavery or human trafficking offences, we want to be very clear on our position.

2 NREP'S COMMITMENT

NREP does not tolerate slavery or human trafficking within its business or supply chains and applies this policy to all staff, temporary workers, contract workers and third parties acting on NREP's behalf.

NREP ensures that all staff directly employed by NREP:

- Do so at their own free will and understand that they can cease employment at any time per the terms of their employment contracts;
- Are compensated with salary and benefits exceeding regulatory minimum requirements.

NREP informs staff of this policy at time of onboarding and annually on an ongoing basis in order to ensure awareness of the topic of slavery and human trafficking and ensure that NREP as a firm meets both its legal obligations as well as its moral obligations.

New suppliers or partners entering into a contract for work with NREP have to provide assurance of that they do not engage in slavery or human trafficking.

The provisions of this policy are subject to compliance with applicable legal requirements in NREP's countries of operation.

3 ARCHIVING AND DOCUMENTATION

All analysis and controls should be documented and archived in such a way that they are easily available to NREP's Management, internal and external auditors as well as other stakeholders, such as the Finansinspektionen. The documents should be archived electronically for a period of at least 5 years. In case of any question please contact: compliance@nrep.com

This policy will be subject to ongoing review.

Author	Legal Basis	Amended	Date	Version
Gustaf Lilliehook			10-12-2019	1.0
Marco Lippi		Annual review	10-12-2020	1.0
Julia Manai-Queyras / Marco Lippi		Annual review and geographical expansion added	02-01-2022	1.1

