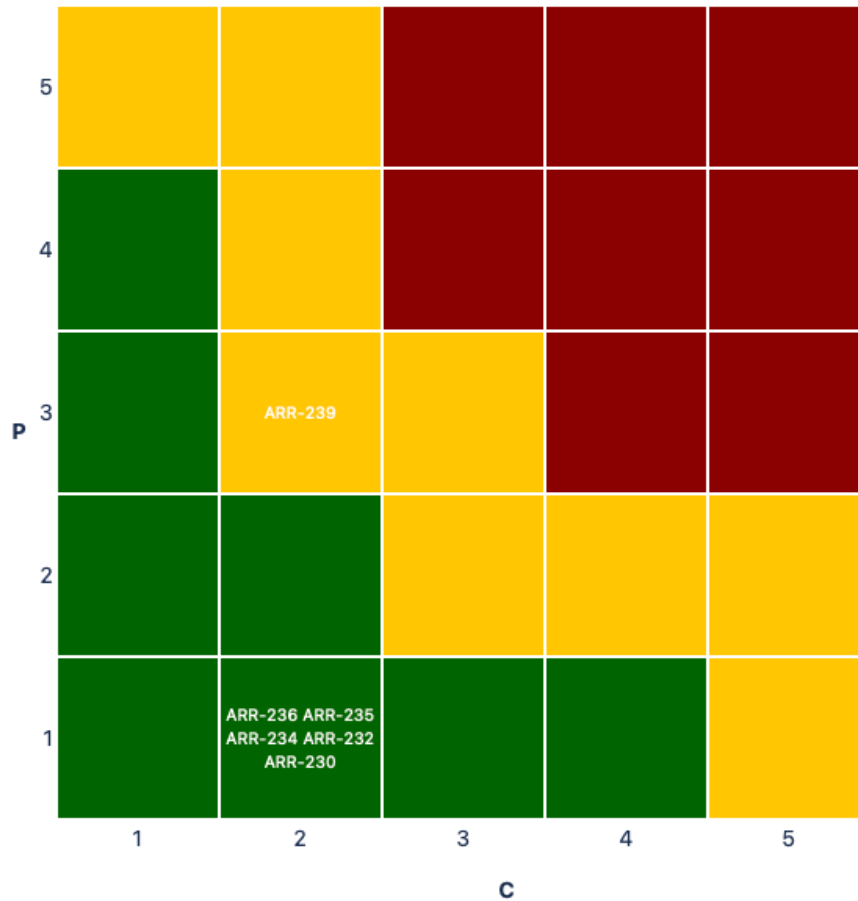


Risikovurderinger



Summary	Description	Consequence	Risk Impact	Risk Likelihood	Risk Score	Risk Treatment	Treatment
<u>Non-reporting by vendors</u>	Either because it's not contractual requirement, or because even if it is a contractual requirement, reporting is still insufficient.	We are unable to perform realistic assessments	2	3	((6))	Accept but monitor	Increasing contractual obligations and contractual follow-up
<u>(Elimination of) discrimination in respect of employment and occupation (Aera)</u>	Aera operates under Norwegian and Belgian) employment law, and has internal policies (including but not limited to Ethics code of Conduct and Recruitment Process) that implement these. Said processes are part of an ISO-27001 certified management system and is audited.	Reputational risk, as well as risk to employees experiencing discrimination.	2	1	-2	Accept but monitor	
<u>(Elimination of) discrimination in respect of employment and occupation (vendor)</u>	Assessing discrimination inside an external entity is difficult without being on premise over time, something which is unrealistic for everyone apart from very large enterprises. As such, the most important mitigation for discrimination is the applicable laws following from the localisation of the Vendor.	Reputational damage is the primary consequence. In severe cases, the need to rapidly change suppliers will also be present.	2	1	-2	Accept but monitor	

	Aera uses vendors based in democratic countries in Europe for most important services, and can therefore rely on the laws, institutions and the free press to ensure an adequate level of compliance with said laws, which in EEA countries are assessed to be sufficient.						
<u>Effective abolition of child labour (vendor)</u>	Child labour is explicitly banned by Aera's Supplier Declaration. Even with this however, especially electronics can have long and complicated value chain and following these to the origin of the materials of individual components is challenging. Therefore, using suppliers in jurisdictions where laws banning child labour have been implemented, reduces risk.	reputational damage, as well as the necessity to rapidly change suppliers.	2	1	-2	Accept but monitor	
<u>Elimination of all forms of forced or compulsory labour (vendor)</u>	Aera uses vendors based in democratic countries in Europe for most important services, and can therefore rely on the laws, institutions and the free press to ensure an adequate level of compliance with labour laws, which in EEA countries are assessed to be sufficient.	Reputational damage and in severe cases, necessity to change vendors.	2	1	-2	Accept	
<u>Freedom of association and effective recognition of the right to collective bargaining (vendor)</u>	Aera through its supplier declaration ensures that its suppliers abide by basic human rights and minimum working conditions according to ILO conventions.	2	1	-2	Accept but monitor		
<u>Elimination of all forms of forced or compulsory labour (Aera)</u>	Aera's policy is to use permanent employment as the primary solution for its workers.	The consequence to Aera would be to breach the Norwegian law and reputational damage. The consequence to the employees would be a breach to their fundamental rights according to the Norwegian law.	1	0	0	Accept	
<u>Freedom of association and effective recognition of the right to collective bargaining (Aera)</u>	The right to collective bargaining is secured by Norwegian law. This far no employees have chosen to organize in Aera.	The consequence to Aera would be to breach the Norwegian law and reputational damage. The consequence to the employees would be a breach to their fundamental rights according to the Norwegian law.	1	0	0	Accept	