

Lendo Transparency Act

Trust & Transparency

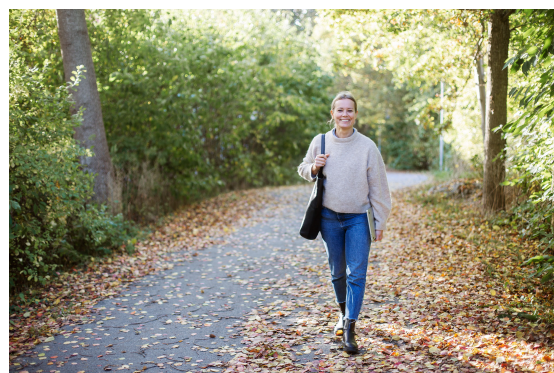
In Lendo we believe in a market built on trust and transparency. Being aware of the impact Lendo has on society, the economy and the environment is an essential part of the sustainability agenda in Lendo. Our sustainability mission is to empower people to make smart and conscious financial decisions - for a sustainable future.

Human rights and decent working conditions

Lendo is a subsidiary of Schibsted. In Lendo we work systematically to incorporate the human rights aspect into our business and towards our partners and suppliers. We do this, among other things, by giving our employees reasonable salaries, regulated working hours and we have zero tolerance for child labour in our own business – and in the supply chain. We work to reveal whether Lendo contributes to potential human rights violations and decent working conditions, and we show a high degree of caution when we have businesses or partners in areas where human rights and workers' rights normally have tougher conditions. Lendo has initiated several internal processes to ensure accountability in our supply chains and we expect our suppliers to comply with the Schibsted Supplier Code of Conduct.

Due Diligence & Risk assessment of supply chain

Lendo has a powerful position in the lending value chain acting between lenders, suppliers and end users. It is important for us that actors of the value chain provide responsible practices. A key element is to be aware of their impact on the community as well. In dialogue with suppliers and lenders we have managed to make a risk assessment and an overview of their sustainability focus to identify areas in which we can work together.



The ambition is to contribute to raising the industry standard on responsible practices in favour of our users, but also in favour of the community.

Together with Schibsted, we are now establishing processes for due diligence in the group. We have completed an overall risk assessment to identify the most significant risk areas in our company in terms of human rights and decent work conditions. The work we have carried out has not identified actual negative consequences or significant risk of negative impact on human rights.

Areas we will prioritise

Based on the risk assessment, we have identified the following areas that will be prioritised as further focus areas:

- Privacy related risk associated with marketing services
- Handling of personal data
- General risks within the technology sector related to labour and union rights as well as discrimination and harassment.

In several of these areas, we have well-established systems and routines for preventing and - if necessary - prohibiting any negative consequences.



This applied in particular to ensuring good pay and working conditions in our supply chain and the handling of personal data. We are constantly working to evaluate and improve our routines so that we do not cause, contribute to or are directly involved in violations of human rights and decent working conditions.

Improvements

We are now making plans to further strengthen our work to reduce risk in the areas we have identified. This includes, among other things:

- Improving our procurement procedures and supplier follow-up
- Internal competence development in the field of human rights
- Implementation of strengthened contract requirements in risk-exposed contracts

The work with due diligence assessments is a continuous process where the purpose for us at Lendo is real improvement for people in our own business and our supply chain.

For questions on Lendo's sustainability approach, or information on Lendo's risk assessment on basic human rights and decent working conditions please reach out to us via email at sustainability-lendo@lendo.group