

**Confirmation that our employee [NAME], Is to be considered as personnel in socially critical work**

It is hereby confirmed that [NAME] Is socially critical work, and thus that their children are entitled to alternative offer for this work to be maintained in the period in which the Norwegian authorities have decided the closure of kindergartens, schools and educational institutions.

Norwegian authorities have decided to close kindergartens, schools and education situations from 12 March to 26 March 2020. Furthermore, it has been decided that there shall be maintained a service for children of parents who work in critical societal functions. Directorate of Health says that it is up to employers to assess whether their employees have work that is considered critical to society. Our Company has made such an assessment, based on advice and recommendations from our trade association Waste Norway.

As a basis for our and Waste Norway's assessment used the Directorate for Civil Protection and Emergency Planning (DSB) theme report "Society's critical functions." The group function is considered to have an indirect effect on society's ability to maintain the population's security, and that the failure of deliveries could spark unrest, worry and create problems in everyday life. The industry has a particular function to prevent or limit the environmental damage caused by acute pollution, including providing the necessary preparedness to prevent, detect, stop, remove or limit the harmful effects of pollution.

Several of the company's services can be further considered as a public health measure, due to the cessation of services quickly will have negative consequences that are sensible and provide needed emergency. Examples of such services is the collection of hospital waste, waste from the health care in general, municipal waste and food waste, but also stop the collection and treatment of other types of waste can threaten social infrastructure.

The industry is defined as critical to society, and therefore, this includes all of our employees. All employees contribute to the group as a whole should be able to provide the services demanded by society.

With regards

[NAME]

[TITLE]

[SELL CABINET]

[TELEPHONE]