Code of Conduct

The code of conduct is the primary policy within our group. It sets the condition for how we understand and relate to our surroundings and each other.

Our code of conduct is binding for all directors, employees and those hired or acting on behalf of our group or company.

Our target is to develop high credibility and integrity in the way we work and connect with the market, our surroundings and our internal environment. It is the responsibility of our board members, directors, employees and contractors to ensure this.

Laws and regulations

We strive to be compliant with prevailing laws, rules and standards. It is a managerial and personal responsibility to ensure compliance with the standards and restrictions set out in legislation and regulations.

The UN's declaration of human rights is the basis for our human rights policy.

Environmental, climate and biodiversity considerations

We strive to be part of the solution to reduce the carbon footprint (ESG report 2022), both locally and worldwide. Our policy commits us to invest in and act towards a goal of best practise by contributing to biodiversity and reducing climate change.

Honesty

We will communicate precisely, accurately, and openly with all customers, suppliers, partners, open sources, and stakeholders. Communication with the media and public on behalf of the group is conducted by the CEO or with applicable authorisations.

Anti-corruption

No directors, employees or individuals hired or acting on behalf of our group or company shall directly or via an intermediary offer, pay for, invite or accept payments or benefits that are inconsistent with Norwegian legislation. Particular caution shall be exercised in relation to payments made via intermediaries (agents, brokers or others). Such agreements shall be documented and reported to the CEO specifying what the payment involves and to whom the payment is made.

Whistleblowing

Employees are encouraged to report censurable conditions as this can help rectify such situations. The group has established an anonymous channel for whistleblowing at the main office and digitally within the group platform. If the employee prefers to issue such reports orally, he/she should as a general rule contact his/her immediate superior. If this feels difficult, the HR department will be the preferred channel.

Initially, any such reports will be processed by an independent third party and reported to the Board of Directors.

Confidentiality

Any knowledge you receive about customers, employees, suppliers or business partners while working for our group is subject to confidentiality. This includes, but is not limited to, information about commercial operations, safety issues, personal information and matters of an internal and / or confidential nature. The duty of confidentiality applies both internally and in relation to colleagues who do not need the information in their work. We do not provide confidential information to third parties without the prior written consent of the protected party, or where this is permitted by law or regulation. Professional secrecy is not an obstacle for the notification of unacceptable conditions.

Protection of data (GDPR)

We collect, process and use information, IT systems and internet services in a responsible and professional manner. Electronic data stored in our IT systems is the group's property. Our collected or stored information is in compliance with applicable GDPR regulations.

We strive to maintain good internal control of accounting information and quality processes.

Diversity, workplace and association

We are encouraged by and committed to maintaining workplaces that are free from discrimination or harassment regarding political opinion, national or social origin, religion, age, disability, sexual orientation, race, sex or colour. We aim for a work environment free of substance abuse.

We respect all employees' right to join, form, or not join a labour union, and freely choose union representation. Where a legally recognised union represents employees, we are committed to establishing a constructive and open dialogue.

We strive to provide a safe workplace that complies with all applicable safety and

Health laws and regulations. We strongly oppose the use of all forms of forced labour and any form of human trafficking.

Enquiries and communication

Communication with the media and the public on behalf of the group occurs through the CEO or with applicable authorisations.