

Code of conduct

We shall be a company with integrity and high ethical standards.

- We shall comply with applicable laws and regulations
- We shall obtain our goals by acting fairly and honestly towards colleagues, customers, suppliers, competitors and other third parties
- We shall report full, fair, accurate and timely in reports and documents
- We shall not offer or accept bribes or other illegal gifts or benefits in order to achieve business or personal advantages
- We shall respect local culture and tradition
- We do not accept any form of discrimination on the basis of gender, age, ethnic origin, disability, sexual orientation, religion, political opinion or otherwise
- We shall communicate to and train employees to awareness and knowledge of the Company's commitment to high ethical standards
- We shall always have the best interest of the Company in mind
- We expect our sub-contractors to have the same high ethical standard as we have. This is part of our evaluation for sub-contractor approval

Oslo, 07.05.2018



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