

THE WAY WE ACT

CODE OF CONDUCT

www.egersundgroup.no

*"I listen to what you say,
but most of all I look at what you do"*



MANAGEMENT DECLARATION

A GOOD CORPORATE CULTURE AND A GOOD COOPERATION WITH OUR BUSINESS PARTNERS IS OF GREAT IMPORTANCE.

The departments in Egersund Group therefore wants to be attractive employers and business partners. This requires that we in meetings with other people, especially colleagues, suppliers and customers speak and act in a way that inspires trust and reflects our values as described in this code of conduct.

Management, January 2015



VISION

SAFE SUPPLIER

Egersund Group wants to be associated with safety, both in relation to the products we deliver, but also to our suppliers and our employees.

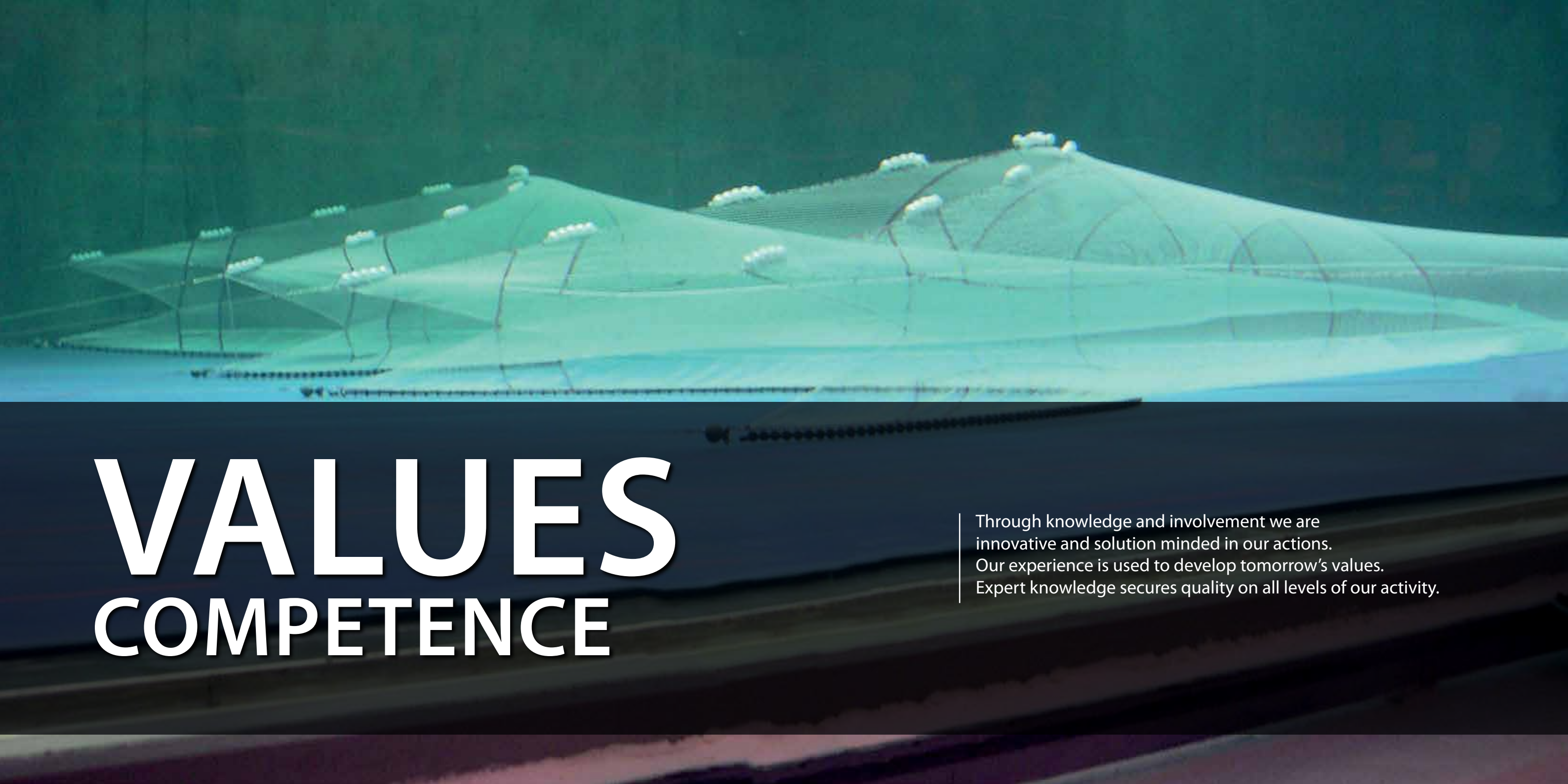
We shall be leading within quality, health, environment and safety and this shall be consistently throughout all of our products and services.

We shall be a long-term contributor who creates values and safety by profitable run, for our customers, owners, employees, suppliers and society.



VALUES TRUST

We keep our word and are reliable. With seriousness and sincerity we are attractive both as an employer and supplier. We care - and take good care of our employees and customers.



VALUES COMPETENCE

Through knowledge and involvement we are innovative and solution minded in our actions. Our experience is used to develop tomorrow's values. Expert knowledge secures quality on all levels of our activity.



VALUES

JOB SATISFACTION

Health, safety and environment will be central to our business. On this basis, we will create and maintain a safe and pleasant workplace for our employees.

By taking care of each other, show respect, be positive and inclusive, we collectively create an environment we can be proud of.



VALUES

COURTESY AND RESPECT

A business is mainly associated with its current and former employees on all levels. The business becomes who we are.

As employees of Egersund Group we will therefore show decency in our conduct, both in relation to what we say and how we behave. Our employees and managers must appear as good ambassadors for our company, our products and our services. We shall demonstrate courtesy and respect towards each other, towards different cultures and to our customers and suppliers.



SOCIAL MEDIA POLICIES

Egersund Group's policy for the use of social media require that each employee shows caution. The following guidelines applies:

- Use of social media during working hours should be limited and have relevance to job-related activities, unless special circumstances dictate that this is necessary.
- Confidential information about the company or the company's employees should not be published or shared on social media.
- If the company's name is connected to personal opinions or political statements it must be stated that this is a personal opinion and not representative for the company.
- The company's policies regarding bullying and harassment also applies at social medias, both on and of the work site.
- It is not allowed to publish inappropriate pictures of the work facilities, work related situations or colleagues

In addition to this we encourage all employees to show decency and judgment in relation to what is published on social media in general.



GIFTS, REPRESENTATION, BRIBERY AND CORRUPTION

No employee, family or close friends can receive money, significant gift items, travel etc. that may be perceived to be associated with business matters.

You may accept gifts without appreciable value, such as advertising items when others who have a similar relationship with the customer or supplier also receives such an item.

The acceptance also applies to gifts without appreciable value that are common in business (flowers, christmas gifts etc). Gifts that do not question your integrity

In Egersund Group we have zero tolerance for bribery and corruption and we are committed to act professionally, fairly and with integrity in all our business.

GOALS AND FOCUS AREAS

A large floating fish cage structure is visible in the water, with a small boat nearby. The background features a range of mountains under a sunset sky. The water is dark and rippled.

OWNERS

- By sustainable operation in accordance to our visions and values, we continuously create growth in value.

CUSTOMERS

- We work systematically and goal-oriented with focus on identifying and satisfying our customers' wishes and demands.
- Our products and services are delivered according to agreed quality, time and price.
- We establish and develop a long-term relationship with our customers.

GOALS AND FOCUS AREAS

EMPLOYEES

- Our employees are our most important asset, therefore it is important to us to be considered a preferred and attractive employer.
- We provide equal opportunities for all, regardless of race, color, gender, nationality, religion or other characteristics.
- We do not tolerate discrimination or bullying.
- We do not use any kind of forced labour, slavery or under age workers at our facilities.

THE NATURAL ENVIRONMENT

- Egersund Group wants to appear as an environmentally conscious company. We continuously focus on reducing negative environmental impact. We highlight positive environmental measures in our daily activities and raise awareness of how our organization affects the environment. At Egersund Group all employees have an environmental responsibility.

GOALS AND FOCUS AREAS

MANAGEMENT

Leaders in Egersund Group have a superior responsibility to set an example and demonstrate the company's values through their behavior. Leaders are responsible for making goals and expectations clear. Inspire their employees and accommodate participation and commitment. Be loyal to decisions and actively contribute to a good working relationship in the business in particular and the group in general.

SUPPLIERS

Our suppliers are important to us and may indirectly influence on our reputation towards customers and other interests, both in a positive and negative way. We therefore work professionally and in a long time perspective with our selected suppliers to mutually improve our productivity and quality.

GOALS AND FOCUS AREAS



SOCIETY

We run and develop our company according to the resource- and environmental demands and laws passed in government.
We seek to generate local value creation at all our locations.

HEALTH, SAFETY AND ENVIRONMENT

HSE work is carried out systematically and with continuously focus on improvement.
All employees in Egersund Group show a behaviour that sets good examples and secures positive attitudes in regards to HSE.
Experience from earlier unsolicited events are utilized in the preventive work.
Avoid sick leave caused by actions at work.

COMPLIANCE AND FOLLOW-UP

A large white and red offshore supply vessel is shown sailing on a dark, choppy sea under a grey, overcast sky. The vessel has a complex superstructure with multiple decks, a prominent mast with various antennas, and a large red and white crane on the deck. The name 'EYALBOR' is visible on the side of the vessel.

THE COMPANY'S AND EMPLOYEE'S RESPONSIBILITY

Each leader, at every level, is responsible of informing both employees and business associates about the content of our code of conduct and the demands of living up to it.
The leaders of Egersund Group shall always set good examples.

CONFIDENTIALITY

As an employee in Egersund Group you are under duty of confidentiality regarding knowledge about confidential information. This applies to internal affairs and information obtained about customers and suppliers.

FOLLOW-UP

Compliance with the contents of this code of conduct is continuously monitored as a natural part of the ongoing activities.