

Frode Laursen Code of Conduct

February 2026



**Frode
LAURSEN**

Frode Laursen: Code of Conduct

Frode Laursen is a value-driven company, and our values must always support our goals, mission and vision. By working in accordance with our values, we ensure good business practices, efficient working procedure and, not least, good working environment for employees.

Our values:

-  We are here for the customer
-  We take responsibility
-  We honour our agreements
-  We always base judgements on facts
-  We strive to improve
-  We treat everybody with respect
-  We use resources wisely
-  We cooperate and pull together as teams

Therefore, all Frode Laursen employees are expected to read, understand and do business in accordance with the following standards.



Respect Human Rights

Forced Labour:

Frode Laursen ensures:

- No participation in, or benefit from, the use of forced labour or human trafficking in any form.
- All labour must be voluntary.
- All employees are free to terminate their contracts at any time.

Child Labour:

Frode Laursen will not:

- Employ any person at an age younger than permitted by national laws.
- Benefit from the use of child labour.
- Employ young persons under the age of 18 for hazardous work.

Equal Opportunity and Non-Discrimination:

Frode Laursen will:

- Not discriminate based on ethnic, national or social origin, skin colour, sex, religion, views, age disability, sexual orientation or political views.
- Protect employees from harassment, whether by colleagues or management.

Employees:

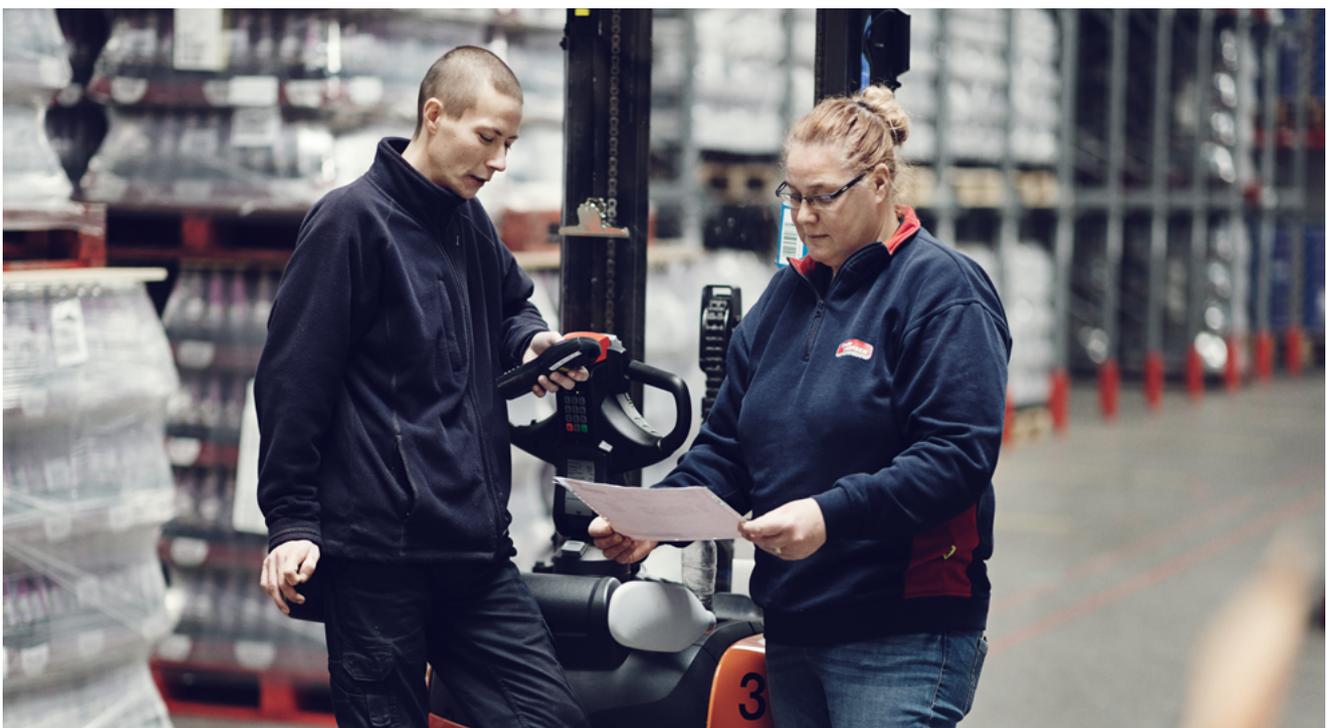
Frode Laursen will:

- Respect the right of all employees to form and join, or not join, a union, without interference or restriction.
- Ensure that all employees have the right to a contract that is written, understandable, and legally binding.

Health and Safety in the Workplace:

Frode Laursen will:

- Ensure a safe and healthy work environment for all employees. An environment focused on avoiding accidents and where risk management is performed. Furthermore, all employees should be given mandatory training, information, and protective equipment necessary to perform their tasks safely.
- If housing is provided for workers, such housing must be safe, with fair and decent living conditions that comply with all applicable laws.





Be In Compliance with Laws, Rules and Regulations

Frode Laursen will always adhere to all applicable laws and regulations of the countries in which we operate.

Bribery, Corruption and Conflicts of Interest:

Our employees must never:

- Directly or indirectly, offer, grant, promise, request or accept anything of value made to a public official or to a private sector employee with the intention to influence that person's behaviour and obtain an improper advantage in the conduct of business.
- Be guided by personal interests or relationships, and always make decisions based solely on objective criteria.

Confidentiality and Data Privacy Rules:

Frode Laursen will:

- Protect and respect the confidential information of Frode Laursen and third parties.
- Observe all laws in force to protect the personal data of employees, customers, suppliers, and other parties concerned.



Environmental Impact:

Frode Laursen will:

- Meet all relevant environmental legislative requirements.
- Be committed to promoting greater environmental responsibility and making continuous improvements in environmental performance.

Report Violation:

Any non-compliance with this Code of Conduct or applicable laws and regulations must be reported to the immediate supervisor or through Frode Laursen's whistleblower system: www.frode-laursen.com/static/whistleblower_en.pdf

Protection from retaliation:

Frode Laursen does not tolerate any form of retaliation, including intimidation, harassment, discrimination, or adverse employment actions as a result of making a report in good faith.

Approved by Frode Laursen Management
February 2026

