

Frode Laursen A/S - Code of Conduct

The following Frode Laursen (FL) values are our internal and external general guidelines for expected FL behaviour:

- We are here for the customer
- We take responsibility
- We keep agreements
- We base judgement on facts
- We strive to improve
- We treat each other with respect
- We use resources with reason
- We co-operate and lift in teams

Standard of Conduct

We conduct our operations with honesty, integrity, openness, respect for human rights and for the rights of our employees and we similarly respect the legitimate interests of those with whom we have business relationships.

Compliance with Laws, Rules and Regulations

FL companies and its employees shall adhere to all applicable laws and regulations of the countries in which the operations are carried out.

Business Principles

Our businesses should work against all form of corruption, including extortion, bribery and any other unethical business.

Environment

We are committed to promote greater environmental responsibility and make continuous improvements in the management of our environmental impact.

Labour Standards

We do not accept child labour, forced labour, bullying or discrimination due to ethnic background, religion or other doctrines of faith, diminished function or sexual disposition.

Employees

Our employees have the right to employments contracts, collective agreements and to join unions. We are consentingly working with the personal development of all employees to enhance each individual's skills and capabilities.

FL expect al employees to be committed to a working environment with mutual trust, respect and where everyone feels responsible for the performance and reputation of the business.

Work Environment

We shall ensure a safe and healthy work environment for all employees where accidents are avoided, risk assessments performed, correct and appropriate safety training and access to essential protective equipment.

Business Partners

All of FL's operations will be guided by above ethical statement of principles and we expect and require our business associates and partners to do so, as well.