

Scope

This Code of Conduct apply to, and shall be respected and complied by:

- Employees, hired personnel and agents who represent Haakon Ellingsen
- Suppliers with sub-suppliers and customers of Haakon Ellingsen
- In addition, *Internal Ethical guidelines* apply for Haakon Ellingsen internally.

The Ten Principles of the UN Global Compact

The Ten Principles of the UN Global Compact for responsible businesses apply:

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: the elimination of all forms of forced and compulsory labour.

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Occupational Health and safety

Everyone involved in the production and delivery of products and services supplied by Haakon Ellingsen must have a safe and secure workplace where Health Safety for all personnel is at least in accordance with national laws and regulations.

Trade sanctions

International and national trade sanctions apply. Products and services not procured from, or sold to, nations / companies / persons subject to trade sanctions.

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