

Our CODE OF CONDUCT

describes how we achieve the right results through sound business ethics

The code of conduct includes ten rules applicable to all employees and those working on behalf of NorSea. It is not an exhaustive list and more detailed rules may apply to certain businesses or markets. You must make sure you are familiar with the code and consult your manager if in doubt.

Breaching this code may result in disciplinary action and in serious cases dismissal and / or civil action. Allegations of infringement that are brought forward in an appropriate and responsible manner through our whistleblowing channel will be acted upon.



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1. COMPLIANCE WITH THE LAW

We comply with the laws and regulations of the countries in which we work. We will act in an ethical, sustainable and socially responsible manner and respect internationally recognized human rights. We understand and adhere to the standards of business conduct relevant to our assignment, profession and position. We will not be prompted by any misguided sense of loyalty or desire for personal gain to violate applicable laws, our governing elements, policies or policy descriptions.

2. FAIR BUSINESS CONDUCT

We conduct our business in a fair and ethical manner, promoting healthy competition and protecting the interests of our customers and other stakeholders.

3. FINANCIAL OFFERINGS, GIFTS AND ENTERTAINMENT

We do not offer or accept monetary benefits or gifts to achieve business advantages which we would not otherwise be entitled to. If we receive such offerings, we question why they are made and if anything is expected in return. We ensure that all offerings of any significance are disclosed and approved by our respective manager.

4. CORRUPTION AND BRIBERY

We have a zero tolerance policy towards bribery, which is the acceptance, offering, solicitation or promise of benefits, monetary or in kind, in order to gain business advantages to which we would otherwise not be entitled. Bribery is illegal worldwide and we are committed to comply with relevant laws prohibiting bribery.

5. WORKING ENVIRONMENT

We behave with respect for the people with whom we work. Harassment, bullying, discrimination or other behavior that may be perceived as threatening or degrading is not acceptable. We do not discriminate against others on the grounds of race, gender, sexual preference or any other grounds. We will promote equal opportunity, diversity and fair treatment in employment and occupation for our employees and hired labor.

6. DRUGS AND ALCOHOL

Possession or use of any substance prohibited by law is not tolerated while on duty or representing NorSea. Consumption of alcohol in the workplace is not allowed except where it is acceptable in moderate amounts and appropriate with the circumstances, local customs and applicable laws.

7. CONFLICTS OF INTEREST

We do not engage in activities, hold or trade in assets that involve, or might appear to involve, a conflict between our personal interests and those of the company. Such conflicts of interest could compromise our ability to make correct business decisions. In cases of doubt, we will discuss the situation with our respective manager.

8. EXTERNAL ENGAGEMENT

We obtain approval from our respective manager before engaging in external business enterprises, statutory authorities or similar bodies which may have commercial relations to our company. When participating in an external activity, we will ensure that any opinions we express are in harmony with the company's interests.

9. CONFIDENTIAL INFORMATION AND INSIDER TRADING

We show great care before sharing confidential or business sensitive information with others. When appropriate we obtain a confidentiality agreement. No information that may affect the listed price of our owner's shares on the stock exchange may be used to trade, or influence others to trade, in our owner's shares or other company listed securities. Any information beyond general information or that is publicly available, shall be regarded as confidential or commercially sensitive and should be treated accordingly. The duty of confidentiality also applies after termination of employment or assignment.

10. HEALTH, SAFETY AND ENVIRONMENT

Preventative and systematic HSSEQ-work is an integral part of our everyday business. Our objective is to work according to a zero harm philosophy, which comprises: no damages or injuries, no environmental damages, no occupational illness and no quality defects.



NorSea

Shaping the supply chain of tomorrow