

A blue-tinted photograph of a business meeting. Five people are gathered around a table, looking at documents. A network of white lines and nodes is overlaid on the image, connecting the people and extending across the scene. The background is bright, creating a high-contrast, futuristic feel.

# MANAGEMENT DECLARATION

**A GOOD CORPORATE CULTURE AND A GOOD COOPERATION WITH OUR BUSINESS PARTNERS AND OTHER STAKEHOLDERS 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, speak and act in a way that inspires trust and reflects our values as described in this code of conduct.

Leaders in Egersund Group have an overall responsibility to lead by example and make the company's values visible through their own behavior.

Management, January 2022

A woman wearing a blue hard hat and safety glasses is working with large green ropes. She is looking upwards and to the right, reaching up with her right hand. The background is a textured, brown fabric. The scene is lit with dramatic, low-key lighting, highlighting the woman and the ropes.

# VISION

# SAFE SUPPLIER

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

We shall keep consistently focus on quality, health, environment and safety throughout all of our processes, products and services.

We shall be a long-term contributor who creates values and safety by profitable operation, 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 development of our products.

Our experience is used to develop the values of tomorrow.

Expert knowledge secures quality on all levels of our activity. In the search for new materials for our products, we focus on recycable materials.

# JOB SATISFACTION

Health, safety and environment are central to our business.

On this basis, we will create and maintain a safe and pleasant workplace for all our employees and managers. 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 company is mainly associated with its current and former employees on all levels. The company's reputation depends on who we are and how we act.

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 and towards different cultures, customers, suppliers and other stakeholders.

# SOCIAL MEDIA POLICY

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 policy regarding bullying and harassment also applies at social medias, both on and of the work site. Bullying, harassment and misconduct is not accepted.
- It is forbidden to post pictures or text that may embarrass the workplace 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, travels etc. which can be assumed to be associated with business matter.

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.



# COMPLIANCE AND FOLLOW-UP

## **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.





# SUSTAINABILITY

Working with sustainability is a continuous process. Knowledge, technology and awareness drive development further, and enable us to also contribute to our customers' processes towards a more sustainable production.

We focus on reducing our environmental footprint in all our processes and contribute positively to an environmental improvement in the industries we represent.



THE WAY WE ACT

# CODE OF CONDUCT

[www.egersundgroup.no](http://www.egersundgroup.no)

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

