

Restech Code of Conduct

As an Employee of Restech Norway AS, I will:

Enhance and protect the standing of the profession, by:

- never engaging in conduct, either professional or personal, which would bring the profession or Restech Norway AS into disrepute
- not accepting inducements or gifts (other than any declared gifts of nominal value which have been sanctioned by any employer)
- not allowing offers of hospitality or those with vested interests to influence, or be perceived to influence, my business decisions
- being aware that my behaviour outside my professional life may influence how I am perceived as a professional

Maintain the highest standard of integrity in all business relationships, by:

- rejecting any business practice which might reasonably be deemed improper
- never using my authority or position for my own financial gain
- declaring to my manager any personal interest that might affect, or be seen by others to affect, my impartiality in decision making
- ensuring that the information I give during my work is accurate and not misleading
- never breaching the confidentiality of information I receive in a professional capacity
- striving for genuine, fair and transparent competition
- being truthful about my skills, experience and qualifications

Promote the eradication of unethical business practices, by:

- fostering awareness of human rights, fraud and corruption issues in all my business relationships
- responsibly managing any business relationships where unethical practices may come to light, and taking appropriate action to report and remedy them
- undertaking due diligence on appropriate supplier relationships in relation to forced labour (modern slavery) and other human rights abuses, fraud and corruption
- continually developing my knowledge of forced labour (modern slavery), human rights, fraud and corruption issues, and applying this in my professional life

Enhance the proficiency and stature of the profession, by:

- continually developing and applying knowledge to increase my personal skills and those of the organization I work for
- fostering the highest standards of professional competence amongst those for whom I am responsible
- optimizing the responsible use of resources which I have influence over for the benefit of my organization

Ensure full compliance with laws and regulations, by:

- adhering to the laws of countries in which I practice, and in countries where there is no relevant law in place I will apply the standards inherent in this Code
- fulfilling agreed contractual obligations
- following Restech Norway AS guidance on professional practice

The new code was approved 10 September 2013