

# Code of Business Conduct

## Legal and regulatory compliance practices

### Trade

RESTECH NORWAY is committed to complying with all applicable trade controls, as well as all applicable export, re-export, and import laws and regulations.

### Antitrust

Antitrust laws are important tools for ensuring fair, unrestricted competition. RESTECH NORWAY staff must comply with all antitrust laws in force from time to time which are applicable to the delivery or performance of goods or services for each country, in which RESTECH NORWAY conducts business.

### Anti-corruption

RESTECH NORWAY prohibits corruption and the payment of bribes or kickbacks of any kind, whether in dealings with public officials or individuals in the private sector. *Please refer to RESTECH NORWAY's anticorruption and anti-bribery guidelines for further information.*

## Business practices and ethics

### Business records

RESTECH NORWAY's books and records must reflect, accurately and fairly, the transactions of the company and dispositions of its assets. No undisclosed or unrecorded funds or assets are to be established for any purpose.

### Press

The only person who speaks to the press on behalf of RESTECH NORWAY is CEO, Espen Marthinussen.

RESTECH NORWAY staff or suppliers should not speak to the press about or on behalf of RESTECH NORWAY unless it is expressly authorized in writing by members of the RESTECH NORWAY Management.

### Gifts and entertainment

We encourage the use of good judgment, discretion, and moderation when giving or accepting gifts or entertainment in business settings.

*Please refer to RESTECH NORWAY's anti-corruption and anti-bribery guidelines for further information.*

**Conflicts of interest**

RESTECH NORWAY staff must avoid any situation, activity or position, where their personal interests compromise, or may compromise, their judgement or ability to act in the best interest of the company.

## Labour practices and human rights

RESTECH NORWAY is committed to engage only in business activities that respect human rights. RESTECH NORWAY also promotes the creation of workplaces that are friendly to all employees. Our dealers and suppliers are, without limitation, expected to do the same.

**Equal opportunity and the prohibition of discrimination**

RESTECH NORWAY is committed to providing an environment that is free from discrimination and harassment based on race, age, creed, colour, religion, national origin or ancestry, gender, disability, and sexual orientation. All qualified applicants will receive consideration for employment without regard to above.

**Respect for basic labour rights**

RESTECH NORWAY respects basic labour rights in all countries and regions, in which we operate, including freedom of association and the right to collective bargaining.

**Respect for employment practices in countries and regions of operation**

RESTECH NORWAY strictly prohibits the use of child labour and forced labour. We respect the laws, regulations and employment practices of all countries, in which we operate.

## Health and safety

A healthy work environment is one that is safe, empowering, and satisfying. RESTECH NORWAY strives to integrate sound health and management practices into all aspects of business and reduce work-related accidents. RESTECH NORWAY must comply with all safety and health laws, regulations and practices and our dealers and suppliers are, without limitation, expected to do the same.

## Environmental regulations and protection

We recognize that our activities affect the development of society and the environment around us.

RESTECH NORWAY plays an active role in improving environmental conditions, wherever there is a natural link to our business, and we expect our channel partners and suppliers to do the same – without limitation. We care for the environment by complying with environmental legislation and ensuring that reducing the environmental impact is considered, when developing new products and optimizing production processes to reduce waste and resources used.

## Protection of assets and intellectual property

RESTECH NORWAY claims ownership, unless agreed otherwise, of all intellectual property (patents, trademarks, copyrights, proprietary information, trade secrets and know-how) arising from work undertaken by RESTECH NORWAY staff during their normal duties of employment. RESTECH NORWAY staff is required to maintain the confidentiality of all confidential and proprietary information.

## Reporting questionable behaviour

If you wish to report questionable behaviour or a possible violation of the RESTECH NORWAY Code of Business Conduct, please contact RESTECH NORWAY +47 75542440 or [restech@restech.no](mailto:restech@restech.no). We will maintain confidentiality to the extent possible.

## UN Global Compact

The UN Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment and anticorruption:

### 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 Rights

*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;

*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.

## Anti-corruption & anti-bribery commitment

RESTECH NORWAY prohibits corruption and the payment of bribes or kickbacks of any kind, whether in dealings with public officials or individuals in the private sector.

RESTECH NORWAY is committed to conducting its business with honesty and integrity and in compliance with the laws of all the countries, in which we operate.

To ensure compliance with these laws and the related requirements of our Code of Conduct, RESTECH NORWAY has adopted following anti-corruption and anti-bribery guiding principles that apply to RESTECH NORWAY staff, dealers and suppliers acting on behalf of RESTECH NORWAY.

## Guiding principles

1. RESTECH NORWAY is inspired and guided by the principles of the UN Global Compact and strongly believes that businesses should work against corruption in all its forms, including extortion and bribery as stated in principle 10.
2. RESTECH NORWAY is committed to conducting its business with honesty and integrity and in full compliance with the laws of all the countries, in which we operate and are responsible.
3. RESTECH NORWAY prohibits corruption and the payment of bribes or kickbacks of any kind, whether in dealings with public officials or individuals in the private sector.