

## 4.1-P08-R02 CSR Policy statement

### General compliance with Corporate Social Responsibility and Anti-bribery standards

Adeptor AS operates according to the guidelines set out in ISO 26000, UN's global compact, the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

### Anti-corruption, ethics and integrity

We will never, directly or indirectly, in any way;

- offer, promise, pay, give, or authorise any financial or other advantage, or anything else of value, to any other person or organisation, with the intent to exert improper influence over the recipient, induce the recipient to violate his or her duties, secure an improper advantage, or improperly reward the recipient for past conduct;
- offer, promise, pay, give, authorise, request or receive an improper advantage, or accept an offer thereof, in connection with a position, office or assignment;
- request, receive or accept, for the benefit of himself or anyone else, any financial or other advantage, or anything else of value, as an inducement or a reward for violating a duty of loyalty, or improperly performing a function that relates in any way to any contractual regulations; or
- take part in or seek to influence any decision under circumstances that can give rise to an actual or perceived conflict of interest.

### Human rights and labour standards

We will always;

- refrain from engaging in child labour practices - children below the age of 15 are not to be employed
- treat and compensate all employees equally and fairly
- comply with local law or agreements regarding working hours
- not accept any form of harassment or discrimination
- not engage or employ people against their own free will


| Revisjonsnr | Dato       | Utarbeidet av: | Status   | Beskrivelse av endring                   | Godkjent av: |
|-------------|------------|----------------|----------|--|--------------|
| 00          | 01.03.2016 | AVAM           | Godkjent | Ny- ingen endring                        | DARO         |
| 01          | 21.02.2017 | DARO           | Godkjent | Splittet som egen CSR policy             | AVAM         |
| 02          | 23.01.2023 | DARO           | Godkjent | Endret på politikk mtp underleverandører | AVAM         |

- support freedom of association for all employees and the right to be represented in collective bargaining agreement
- support and respect the protection of internationally proclaimed human rights, such as the United Nations Universal Declaration of Human Rights and the International Labour Organizations (ILO) Declaration on Fundamental Principles and Rights at work.

We require our suppliers to agree to and comply with provisions substantially identical to our own through supplier qualification and declarations.

Any individual is free to report a concern if they have a good faith belief there has been a violation of this policy to [compliance@adeptor.no](mailto:compliance@adeptor.no)

23.01.2023



Dag Ivar Roald

Managing Director

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