

# Corporate Social Responsibility Policy

The Tschudi Group shall and will act as a responsible corporate citizen, living its values in relation to the societies and environments where we operate. We wish to leave a positive footprint and are fully aware of the responsibilities of an employer and business partner with an international presence.

Our value priority is clear: People, life, health and the environment shall have priority over other values.

## “We want to leave a positive footprint”

All companies within the Group shall be known for their high ethical standards and every employee shall adhere to company policies and standards in all business activities and personal conduct. Breaches of law and ethical standards pose a threat to the Group's reputation and competitiveness and are not tolerated.

We shall be conscientious and consistent in executing our corporate social responsibility and we acknowledge the freedom of association and the right to collective bargaining. We contribute to the elimination of all forms of forced and compulsory labour, the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation. We support and respect the protection of internationally proclaimed human rights; and make sure that we are not complicit in human rights abuses.

The UN Global Compact and its 10 main principles focusing on human rights, labour, the environment, and anti-corruption have guided the Tschudi Group since 2015. The UN Sustainable Development Goals builds on these commitments and are now introduced to our governance framework for the future. The standards of the global reporting initiative (GRI) guide the development of Group and subsidiaries reporting related to sustainability.

For all countries we operate in, we shall monitor the business' environment and context on a regular basis, aiming to understand and control relevant risks and opportunities related to our corporate social responsibility and to comply with applicable statutory and regulatory requirements. CSR-management is an integral part of the Tschudi Management System.

We conduct appropriate Due Diligence investigations to reduce risk related to new ventures, partnerships, and subcontractors, and we advance relevant principles from our Core values, Policies and Standards in all business relationships.

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Felix H. Tschudi

Chairman

Lysaker, October 05, 2021

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