

## Human Resource Policy

The people in Tschudi are our most valuable resource and should always be treated with respect and dignity. We continuously strive to be a decent, fair, and attractive employer, aiming at attracting, nursing, and keeping talented people, by offering a good working environment, personal opportunities, challenging work, regular evaluation/assessment talks, relevant training, and fair rewarding.

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

In Tschudi, 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 any kind 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

Our vision, core values and code of conduct define and promote expected behaviours in Tschudi. Proactivity, respect, and commitment are core values and main criteria in maintenance of the mutual trust and loyalty between employees and company. All employees, regardless of position, should follow Group ethical requirements in business activities and personal conduct. We promote positive and solution-oriented attitude and encourage employees to see opportunities before problems. Indifference and complacency are generally not accepted. We honor privacy and respect the balance between work and private life.

We provide clarity of goals and expectations across the Group businesses and for the individual employee, who can influence decisions affecting their work, work organization and personal development.

We continuously measure and improve our HR related performance and strive to comply with applicable statutory and regulatory requirements as well as specific customer and/or internal requirements. Our HR management system is an integral part of the Tschudi management system TMS.

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Felix H. Tschudi

Chairman

Lysaker, October 05, 2021

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Jon Edvard Sundnes

CEO