

ETHICAL GUIDELINES FOR HAB CONSTRUCTION AS

Core values in HAB Construction AS:

Engaged – Safe – Socially Conscious

HAB "builds for the future", and the core of our values commits us to safeguarding all our works for future generations. Our influence in the industry will be used to promote working conditions, fundamental human rights, as well as solutions for nature and the environment.

All parts of our business shall be based on honesty, transparency, credibility and trust, and carried out in accordance with applicable laws and regulations.

We exercise social responsibility by developing and operating sustainably in line with fundamental ethical values, respect for individuals, society and the environment.

HAB takes its role in ensuring responsible business conduct seriously and has zero tolerance towards violations of fundamental human rights and decent working conditions. We comply with the Transparency Act in our operations and also include anti-corruption and the environment.

Relationships with customers, suppliers and competitors

HAB Construction AS will fight work-related crime, and has a zero-tolerance policy on all forms of corruption, bribery and money laundering.

Relationship with co-workers

All our leaders are visible role models who are able to define clear expectations. We do this by challenging ourselves and having an open dialogue without being defensive.

We make no distinction based on ethnicity, disability, political beliefs, gender, sexual orientation or appearance.

Conflicts of interest

If employees of HAB may have some form of self-interest in connection with their activities, they must immediately report and be disqualified in connection with the decision to be taken.

Routines in relation to ethics

Breaches of ethical guidelines are reported in accordance with the Notification Procedure. Notifications can take place anonymously. Violations of HAB's ethical guidelines will be assessed and dealt with according to the scope and severity of the case.

Lysaker, 15.08.23



Christian Tanum
Managing director