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Code of Conduct for Ethical Business Practices

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| HIAS-QA-L1-03 | 01 |

Scope

This Code of Conduct applies to:

- **Håland Instrumentering AS employees:** Including full-time, part-time, temporary, and contract workers.
- **Hired personnel and agents:** Individuals who represent Håland Instrumentering, such as consultants and independent contractors.
- **Suppliers and sub-suppliers:** Companies that provide goods or services to Håland Instrumentering.

Additionally, internal ethical guidelines apply to all Håland Instrumentering employees.

Our Commitment to Ethical Business Practices

Håland Instrumentering is committed to conducting business ethically and responsibly. We expect our suppliers and employees to share this commitment.

1. Human Rights and Labor Standards

- **Forced Labor and Human Trafficking:** We prohibit all forms of forced labour, involuntary servitude, and human trafficking.
- **Freedom of Association and Collective Bargaining:** We respect the right of workers to freely associate and bargain collectively.
- **Child Labor:** We prohibit child labour and ensure that all workers are of legal working age.
- **Non-Discrimination and Harassment:** We prohibit all forms of discrimination and harassment.
- **Fair Wages and Working Conditions:** We expect fair wages, reasonable working hours, and safe working conditions.

2. Environmental Responsibility

- **Climate Action:** We are committed to reducing our carbon footprint.
- **Resource Efficiency:** We promote resource efficiency and waste reduction.
- **Pollution Prevention:** We minimize pollution and environmental damage.

3. Ethical Business Practices

- **Anti-Corruption:** We prohibit bribery, corruption, and other unethical practices.
- **Transparency and Accountability:** We promote transparency and accountability in all business dealings.
- **Respect for Human Rights:** We respect human rights throughout our supply chain.

By adhering to these principles, we contribute to a more sustainable and equitable future.