

## Codes of Conduct

Date: January 2021

Issue No: 01



### **General**

Catonets has established this Code of Conduct that applies to all employees, advisors, and consultants as well as the Board of Directors.

### **Corporate Responsibility**

We are a global company participating in projects worldwide and working with clients, business partners and colleagues of many different nationalities and cultures. We recognise our responsibility to respect and safeguard the surroundings we work in, and the people involved in our activities. We are obligated to comply with local laws and other applicable regulations.

With this Code of Conduct, we commit ourselves to implement the ethics of Catonets to our entire organisation by making sure that it is communicated, accessible, maintained and continuously reviewed and improved according to new requirements.

### **Working Environment and Equal Rights**

Catonets is committed to a comprehensive work culture and we appreciate and recognize that all people are unique and valuable. Catonets does not accept any kind of harassment or discrimination based on gender, religion, race, nationality, cultural background, or political opinion.

### **Human & Labour rights**

Catonets commits itself to follow human and Labour rights as listed in the international Labour Organisations declaration on Fundamental Principles and Rights at Work. The following highlights selected examples of concrete minimum requirements to follow.

#### *Child labour*

To ensure that no person shall be employed at an age younger than 15 (or 13 where the law of the country permits) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

To protect young workers of legal working age, up to the age of 18, from any type of employment or work which, by its nature or circumstances in which it is carried out, is likely to jeopardise their health, safety or morals.

If a child is found working, to act in the best interest of the child, and any measure taken should aim at improving the child's situation.

#### *Community relations*

To engage and consult with potentially affected local communities, including indigenous peoples, and avoid causing or contributing to negative impacts on their human rights. This may include impacts on the environment, culture, land, infrastructure, natural resources or other factors that are important to the fulfilment of human rights for local communities including their health and livelihoods.

#### *Discrimination*

Catonets do not discriminate in hiring, compensation, access to training, promotion, termination, retirement, working conditions, job assignments, benefits, and discipline based on personal characteristics.

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### *Freedom of Association*

Catonets supports the rights of joining a association and the right to collective bargaining and not to prevent employees and other workers from associating freely with any lawful workers association or collective bargaining association of their choice, or, when restricted, alternative forms of independent and free workers representation.

All Employees shall be treated with dignity and respect.

### **Health, Safety & Environment**

The safety of our employees and co-operation partners is our number one priority. Any action or opinion that jeopardises safety or leads to environmental hazards will not be tolerated by us.

Construction work includes areas of many potential hazards. We are committed to take preventive actions, register accidents and near-miss incidents, learn from our mistakes, and take the necessary corrective actions to avoid them repeating.

All employees are given the necessary personal protection equipment, external courses and internal training to perform their work in a safe matter.

In our activities, we have an impact on the environment and we have a responsibility to minimize that impact. We do this by continuously focusing on how to reduce our effect on the environment, by keeping an ongoing preventive action plan and having engaged and competent employees being environmentally conscious.

### **Confidentiality**

Catonets employees, advisors and consultants shall respect the confidentiality of information they are exposed to in the execution of their work. Catonets employees, advisors and consultants will not make use of this information in a wrongful way. Likewise, Catonets will not distribute information that has come to its knowledge in any improper way.

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### To All Catonets Employees and Sub-contractors' Personnel

We expect you to:

- Show mutual respect for your colleagues and co-operation partners. No matter which country they come from, the language they speak, their age or religion; we are all aiming for the same goal, we all have our individual forces, and together we can achieve more
- Dare to take responsibility and set a good example for your new colleagues
- Not accept any type of bribery, extortion or gifts from any person to achieve business or personal advantages
- Think safety at all times. You are responsible for your own safety and the safety of the people within your working area
- Report all accidents and near-miss incidents
- Keep a good housekeeping and respect the environment
- Report any ideas you may have for increasing safety or environmental improvements in your work place
- Report any situation / incident that may violate the ethics of Catonets Codes of Conduct. Your report will be treated in confidentiality

CEO.

Cato Christensen.

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