

LINJEPROFF CODE OF CONDUCT

1. GENERAL INFORMATION

- 1.1. Linjeproff AS (hereinafter - the Company) Code of Conduct (hereinafter - the Code) establishes the principles of activity and behaviour, norms of professional ethics.
- 1.2. Conduct of Conduct applies to all employees and everyone acting on behalf of Linjeproff AS. We expect our vendors, suppliers, contractors and other business partners to commit to and uphold the same high ethical standards that we follow ourselves.

2. HUMAN AND LABOUR RIGHTS

- 2.1. We respect the human and labour rights of our colleagues, and the employees of our business partners. We do business in a fair and non-discriminating way.
- 2.2. We offer employees equal opportunities for employment, pay, benefits, training and career regardless of their race, colour, age, sex, sexual orientation, pregnancy, language, disability, religion, political or other opinion, or social origin.
- 2.3. We recognize and respect the right of employees to freely establish or join trade unions or representative organizations in accordance with national laws and regulations.
- 2.4. We do not employ or use any form of forced, bonded or compulsory labour, and strictly prohibit any form of slavery or human trafficking.
- 2.5. All employees work of their own free will and may terminate their employment at any time, in accordance with the established notice periods.
- 2.6. We do not employ or use child labour. A child means any person under 15 years of age, unless national laws and regulations stipulate a higher mandatory school leaving or minimum working age.
- 2.7. All our employees are treated with respect and dignity. We do not tolerate mental or sexual harassment, discriminatory gestures, language, or physical contact that is sexual, coercive, threatening, abusive or exploitative.

3. WORKING CONDITIONS

- 3.1. We at minimum comply with national laws and regulations. All employees are provided with a written employment proposal letter and employment contract, voluntarily signed by them prior to performing any work that defines the terms and conditions of employment in a language understandable to the employee.
- 3.2. We pay a reasonable and fair salary which comply with applicable legislation and the internal salary system. The average salary in the company is higher than what is set by the law (by industry). We do not use deductions from salaries as a disciplinary measure.
- 3.3. We keep track that the working hours do not exceed the maximum set by national laws and regulations. All employees have the right to at least one day off following every six consecutive working days.

4. TRAINING AND DEVELOPMENT OPPORTUNITIES

- 4.1. New employee on day one participates in a formal onboarding program which include brief introduction about the history of the Company, policy, values, priorities, Code of Conduct, etc.
- 4.2. Employees are encouraged to learn to perform different type of tasks and acquire additional qualifications based on the internal procedure.
- 4.3. We regularly provide employees with the feedback about their performance, reviewing expectations of their position. The evaluation includes the employee's competencies, job duties, and the manager together with employee openly discuss the goals of the Company and individual goals for employee. This is also an opportunity for the employee to provide feedback to their manager and voice any questions or concerns.

5. HEALTH AND SAFETY

- 5.1. We promote the good health of employees and provide and maintain a safe and secure working environment in accordance with applicable laws and regulations.



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- 5.2. We regularly carry out the risks assessment of environment and workplace conditions and take the necessary precautionary measures to prevent accidents, occupational diseases, and emergency situations.
- 5.3. We provide necessary training to ensure employees are adequately educated on health and safety issues. All employees are equipped with work clothes, shoes, and personal protective equipment.
- 5.4. We provide clean, safe accommodation for employees which meets the basic needs.

6. CLIMATE AND ENVIRONMENT

- 6.1. We have implemented ISO 140001 (environmental management system) in accordance with internationally recognized standards and with local laws. We are committed to minimize our use of resources including energy, water, and raw materials. We consider climate and environmental impact when purchasing products and services. We support sustainable waste management including making reasonable efforts to minimize our waste. We report incidents which are harming climate and environment, analyse and implement preventive measures.
- 6.2. The company has joined the Science Based Targets Initiative (SBTi) committing to reduce CO₂ emissions and contribute to global efforts to mitigate climate change.

7. PRIVACY AND DATA PROTECTION

- 7.1. We guarantee the protection of employee's and client's data by security measures described in internal procedure "Ensuring Employee and Customer data protection". Access to data is given only to the employees whose work tasks requires it, according to the job title and duties.
- 7.2. If you notice any data protection inconsistencies or if there are any uncertainties, please contact data protection officer by e-mail victoria@linjeproff.no.

8. CORRUPTION, BRIBERY AND GIFTS

- 8.1. We strictly comply with applicable laws and regulations concerning bribery, corruption, and fraud. We have zero tolerance for corruption. We do not offer, give, ask for, accept or receive any form of bribe, facilitation payment or undue or



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improper advantage, favour or incentive to/from any public official, international organization, or any other third party (either in private and public sector, whether directly or through an intermediary).

- 8.2. We do not, either directly or indirectly, offer or give gifts to any third party, including public officials, with the intent of obtaining or retaining business. Hospitality, expenses, or gifts are not offered or provided during contract negotiations, tender processes, or award decisions. Hospitality, such as social events, meals, or entertainment, may be offered if there is a justified business need and the expenses are reasonable and aligned with business needs.

9. COMPETITION

- 9.1. We always meet competitors in an honest and professional manner, and do not cause or are part of any breach of applicable competition laws and regulations.

10. CONFLICT OF INTERESTS

- 10.1. We require all employees to act in a fair, honest and professional manner and in accordance with the best of our Company's interest. Conflict of interests may take many different forms that include, but not limited to:

- employee's ability to use their position with the Company to their personal advantage.
- employee's engaging in activities that will bring direct or indirect profit to a competitor.
- employee's owning shares of a competitor's stock.
- employees using connections obtained through the Company for their own private purposes.
- employees using Company equipment or means to support an external business.
- employees acting in ways that may compromise the Company's legality (e.g. taking bribes or bribing representatives of legal authorities).

- 10.2. The possibility that a conflict of interests may occur can be addressed and resolved before any actual damage is done. Therefore, when an employee understands or suspects that a conflict of interests exists, they should bring this matter to the attention of management so corrective actions may be taken.

10.3. All conflicts of interests must be resolved as fairly as possible. Management of the Company has the responsibility of the final decision when a solution cannot be found.

10.4. In general, employees are advised to refrain from letting personal and/or financial interests and external activities come into opposition with the Company's fundamental interests.

11. Psychosocial Work Environment and well-being

Linjeproff AS is committed to ensuring a safe, inclusive, and healthy psychosocial work environment in accordance with applicable laws and regulations.

We actively work to identify, assess, and prevent work-related factors that may negatively impact employees' psychological health, safety, and well-being.

A good psychosocial work environment is characterized by respect, clear communication, trust, and cooperation across all levels of the organization.

11.1. Work organization and expectations

The Company shall ensure that work is organized, planned, and carried out in a way that provides employees with:

- clear duties, responsibilities, and expectations
- manageable workload and sufficient time to complete tasks
- necessary resources, training, and support

Employees are encouraged to raise concerns to their direct manager if they experience unclear expectations, excessive workload, or conflicting demands.

11.2. Respectful and inclusive work environment

All employees must contribute to a respectful and inclusive workplace. This includes:

- communicating professionally and respectfully
- supporting collaboration and teamwork
- addressing disagreements in a constructive manner

We do not tolerate bullying, harassment, intimidation, exclusion, or other behaviors that may create a hostile, degrading, or unsafe work environment.

11.3. Leadership responsibility

Managers responsibility for the psychosocial work environment includes:

- ensuring clarity in duties, priorities, and expectations
- monitoring workload and preventing excessive strain
- providing regular feedback and support
- addressing conflicts, concerns, and inappropriate behavior promptly

Managers must act upon identified risks and ensure appropriate follow-up measures.

11.4. Speak-up culture and psychological safety

We promote a culture where employees feel safe to express opinions, ask questions, and raise concerns without fear of retaliation.

All concerns will be handled respectfully, confidentially where appropriate, and in accordance with the Company's internal procedures.

11.5. Continuous improvement

The Company regularly evaluates the psychosocial work environment as part of its health and safety efforts and implements measures to improve employee well-being.

All employees share responsibility for contributing to a positive work environment.

12. FINAL PROVISIONS

12.1. From the employees of Linjeproff AS and everyone who acts on behalf of the Company, we expect that:

- you behave honestly, are trustworthy and set a good example.
- make sure that your behaviour complies with the Code of Conduct, policy and rules of the Company.
- use the resources of our Company in the best interest of the Company, and do not misuse these resources.
- not pay or accept bribes.
- make a clear distinction between the interests of our Company and your private interests and avoid possible conflicts of interest.
- ensure that you comply with national legislation.
- timely report incidents, risks and issues which deviates from our policies.

- cooperate fully and transparently in all compliance investigations.
- avoid any practices that may be unlawful, unethical or harm Linjeproff AS reputation.
- ask questions when you are in doubt and raise concerns without concern of retaliation as described in "Procedure for internal notifications".

12.2. If you become aware of or suspect non-compliance with the company's Code of Conduct or operational principles, please send us email to post@linjeproff.no. Interested parties can report with confidence that their information will be handled confidentially. The company is committed to ensuring that whistleblowers will not face any negative consequences for their report.

CEO

Algirdas Zilinskas

Linjeproff AS