



Ethical Policy

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Approved by: Uksnøy, Øystein

Uksnøy & Co AS's operations shall be carried out in accordance with the company's goals and values. Our way of conduct shall be consistent with fundamental ethical values and with respect for individuals, the environment and the society.

Individuals

All employees in Uksnøy & Co AS shall be meet with respect, tolerance and equality. Uksnøy & Co AS does not tolerate any form of insulting behaviour, harassment, discrimination or other conduct that colleagues, business contacts or others may find threatening or demeaning.

Environment

Uksnøy & Co AS shall minimise the environmental impact of its business- / operational activities. (See separate Health Safety and Environmental policy)

Society

Uksnøy & Co AS shall through it way of business contribute to the development of society at large. The company shall also engage in such a way that it also contributes to the development of local communities in proximity of its ongoing operations.

Anti Corruption

For Uksnøy & Co AS anti-corruption is both a legal obligation but also an ethical standpoint and the company shall at all times be in compliance with applicable anti-corruptions laws. As part of its business, Uksnøy & Co AS does not accept any form of bribes, corruption, facilitation payments, kickbacks etc. in order to facilitate own business.

Aalesund 12.01.2015

Øystein Uksnøy
Chief Executive Officer
Uksnøy & co AS