



Discrimination and Harassment Policy

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Approved by: Uksnøy, Øystein

Uksnøy & Co AS is committed to provide a place to work in an environment free of discrimination and harassment.

Uksnøy & Co AS does not discriminate on the basis of race, national origin, gender, age, religion, sexual orientation, political affiliation and political philosophy in admission and access to, and treatment and employment in, its activities.

No employee at the workplace should be subject to inappropriate verbal or physical conduct that is discriminatory in nature.

Discrimination and harassment do not refer to occasional compliments of a socially acceptable nature. It refers to discriminatory behavior or harassment that is personally offensive and that interferes with performance at work.

It is expected that all personnel will treat one another with respect.

Individuals who violate this policy shall be disciplined or subject to corrective action, up to and including termination of contract.

Aalesund 15.12.2014

A handwritten signature in blue ink, appearing to read 'Øystein Uksnøy', written over a horizontal line.

Øystein Uksnøy
Chief Executive Officer
Uksnøy & co AS