

Behavior and Conduct

Purpose

This policy outlines our organisation's commitments to ethical behaviour and conduct. Our goal is to conduct all our activities with the highest ethical standards and within the legislative requirements applicable to us. In Vår Energi, we believe that the way we achieve our business goals is just as important as the goals themselves. We expect our employees to act with respect, integrity, honesty and in compliance with applicable laws and Company values.

This policy is applicable to all personnel working for Vår Energi ASA, hired or contracted and subsidiaries of Vår Energi ASA and sets out our expectations towards contractors, suppliers, and business partners.

Commitments

Vår Energi is committed to:

- Fostering a culture of open communication and collaboration, by communicating respectfully, listening actively and contributing constructively to all company undertakings
- Maintaining zero tolerance for any form of corruption and ensuring open and fair competition
- Believing in the fundamental rights and freedoms of individuals and their right to data protection
- Complying with all laws and regulations applicable to Vår Energi, including:
- Anti-corruption laws
- Competition laws
- Sanctions, trade restrictions and export control regulations
- Data protection laws
- Anti-money laundering laws
- Providing appropriate training and guidance to all Vår Energi personnel regarding business conduct to ensure awareness and compliance

Responsibilities

The General Counsel has the overall responsibility to oversee the effectiveness of this policy. The EVP for each business line is responsible for adhering to the commitments in this policy for their respective areas.



Nick Walker,
CEO, Vår Energi