

Business Conduct and Code of Ethics

All Moreld Agility employees maintains a strict personal integrity and acts in accordance with the company's prevailing requirements and regulations, through their conduct in meetings with colleagues, clients, suppliers and authorities.

All members of the company:

- respects governing laws and regulations
- acts in good faith, do not misuse confidence or acts disloyally
- do not accept or partake in corrupt or unacceptable business transactions or any other unacceptable actions
- do not partake in actions regarded as harassment of sex, age, race, religion or sexual orientation
- contributes in making the company a workplace where respect, openness, trust and honesty are important
- utilizes their experience, competence and infrastructure in such a way that the owners' and clients' expectations are met
- assists in ensuring that all deliveries from Moreld Agility are associated with the correct quality, on time delivery, and with a high standard of HSE

All Moreld Agility employees accepts only remuneration or gifts of symbolic value. Each employee will consider/judge conditions and situations which occur and seeks guidance from his/her superior, if one is in doubt whether there is a possibility that the situation may be considered unethical or may lead to a conflict of interest.

All Moreld Agility employees are obliged to report any possible conflicts of interest or any apparent breaches of company ethical norms. All reporting will be handled with confidentiality, and normally transmitted through the immediate superior. If circumstances make this difficult, it is always possible to approach the company's Managing Director.

Employees have the right to report situations considered as unethical or which may lead to a conflict of interest, and he/she shall be protected from retaliation by Moreld Agility or by any Moreld Agility representative.

Skien, 20.03.2023

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Fredrik Johannesen
CEO