

BUSINESS ETHICS



BUSINESS ETHICS / CODE OF CONDUCT

ALL EMPLOYEES OF TRANS CONSTRUCTION AS (ATC) SHALL BE COMMITTED TO HIGH STANDARDS OF BUSINESS ETHICS, SUMMARIZED IN THE FOLLOWING STATEMENTS.

International standard SA8000 is used as a guideline and ATC expects all suppliers to comply with the same business ethics.

ATC have a separate policy that covers Health, Safety and Environment.

1. Business Ethics

ATC shall conduct its business in an ethical manner in accordance with all applicable rules and regulations. In particular, employees shall:

refrain from any form of extortion and bribery;
refrain from participating in activities associated with bid fixing; and
inform ATC management of any conflict of interest.
(e.g. disclosure of financial interest of an ATC employee in any Supplier's business)

2. Human Rights

As a minimum, ATC shall :

respect the personal dignity, privacy and rights of each individual;
refuse to employ or make anyone work against his or her will; and
prohibit behavior, spoken or physical, that may be interpreted as sexual, coercive, threatening, abusive or exploitative.

3. Labor Conditions

ATC ensure fair labor conditions and in particular, shall:

refrain from employment discrimination based on gender, color, ethnicity, religion, disability, political affiliation or sexual orientation and furthermore comply with all applicable laws on employment discrimination.
respect the rights of employees to freely associate and bargain collectively.
not use any child, forced, compulsory or involuntary prison labor and give all employees the choice to leave their employment freely upon reasonable notice.
compensate employees fairly and follow local wage regulations and / or collective agreements; and
recommends that working hours should not exceed sixty (60) hours per week including overtime, except for grave emergencies; employees should be allowed at least one (1) uninterrupted day off per week.

Signed on behalf of Trans Construction AS

A handwritten signature in blue ink, appearing to read 'Bjørn Tømte', is written over a horizontal line.

Bjørn Tømte
Managing Director