

# CODE OF CONDUCT



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# 1. Introduction

At Granly Gruppen, our Code of Conduct is a cornerstone for fostering a collaborative and responsible work environment. It reflects our shared values of credibility, quality, respect, and continuous development. Our commitment is to engage transparently with stakeholders to promote sustainable and ethical business practices. We expect all our business partners and employees to uphold these business standards, as they are essential to maintaining the integrity of our business. We strive to build strong partnerships with those who share our dedication to ethical integrity, environmentally and socially responsible manners. Upholding these standards ensures we remain true to our core values and commitment to mutual success.

## 2. Professionalism

- **Quality of Work:** We deliver high-quality work that meets or exceeds customer expectations, with attention to detail and continuous improvement.
- **Craftsmanship:** We invest in training, equipment, and processes to ensure superior quality and long-term reliability.
- **Accountability:** We take responsibility for our actions, both individually and as a team, and strive to maintain trust with clients and colleagues.

## 3. Ethics and Integrity

- **Honesty:** Committed to providing accurate, honest information and honoring our commitments.
- **Fairness:** We treat all stakeholders with respect and equality, avoiding discrimination and favoritism.
- **Responsibility:** We take full responsibility for our decisions and actions, acknowledging mistakes and making necessary corrections.

## 4. Safety and Work Environment

- **Workplace Safety:** We prioritize the health and safety of all employees, following strict safety protocols and regularly training our team. **Safety First, Always!**
- **Emergency Preparedness:** We have comprehensive emergency response plans and drills to handle incidents effectively.
- **Cybersecurity:** Ongoing training of employees in cybersecurity, alongside regular system updates and vulnerability assessments to ensure strong protection against cyberattacks.

## 5. Environmental Responsibility

- **Sustainable Practices:** We are dedicated to minimizing our environmental impact by using eco-friendly materials, reducing waste, and conserving resources.
- **Waste Management:** Implementing waste management protocols, including recycling and proper disposal of hazardous materials.
- **Energy Efficiency:** We invest in energy-efficient technologies and renewable energy, such as solar panels, to lower our carbon footprint.
- **Compliance:** We adhere to all environmental laws and regulations, ensuring our practices meet or exceed legal standards.

## 6. Business Practices

- **Customer Handling:** We honor our commitments to customers, treating them with respect, professionalism, and striving to exceed their expectations.
- **Confidentiality:** We protect sensitive information by following strict data protection policies and ensuring staff understand the importance of confidentiality.

## 7. Legal Compliance

- **Laws and Regulations:** We comply with all relevant laws, industry standards, and regulations, staying informed of changes and adapting our practices accordingly.
- **Anti-Corruption:** We prohibit bribery and corruption in any form and ensure transparent business practices.
- **Reporting Violations:** We provide mechanisms for reporting unethical behavior confidentially, protecting whistleblowers from retaliation.

## 8. Human Rights

- **Respect for Human Dignity:** We treat all individuals with respect, ensuring there is no discrimination, exploitation, or abuse.
- **No Forced or Child Labor:** We prohibit forced labor, human trafficking, and child labor in all operations and expect the same from our partners.
- **Safe and Healthy Work Environment:** We provide a workplace free from harassment, ensuring fair treatment and the well-being of all employees.
- **Fair Employment Practices:** We offer equal opportunities for all employees, free from discrimination, and recognize the right to unionize.