

## Noratel Group Corporate Social Responsibility Policy

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All companies and employees in the Noratel Group are committed to uncompromising integrity and a high standard of business in everything we do. The Noratel reputation is an asset we have created during many years of high business conduct. We shall continue to cherish and develop this reputation by following our code of conduct. To show this commitment Noratel Group have joined the UN Global Compact and our CEO has signed the agreement with UN General secretary Ban Ki-Moon in the month of July 2011. Noratel Group have joined the UN Global Compact with the participant's number 14485.

To be able to maintain a high business of conduct it is crucial our suppliers contribute by following local laws and regulations. Our relationship with suppliers shall be based on their collaboration to help our companies and employees to maintain a high business conduct.

## Noratel Group code and responsibilities

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Noratel Group employees are expected and committed to follow the requirements in this document.

### Ethical Business behaviour

- Noratel will conduct its business in an open, transparent, and ethical manner
- Noratel Employees are committed to the highest standards of integrity and corporate governance in all contacts on behalf of the company. Never offer any bribes, kickbacks, illegal contributions or other improper payments to customers. Never involve yourself in taking bribes, kickbacks, illegal contributions or other improper payments.
- Ensure any gifts given to customers and suppliers are lawful and do not violate the customer and supplier's code of conduct.
- Noratel is committed to measuring, auditing and publicly reporting performance on its Corporate Social Responsibility programs in the yearly report to UN Global Compact.

### International and local laws

- Follow applicable laws and regulations in the area and countries we operate
- Understand and follow international trade control and custom laws and regulations.
- Follow all environmental regulations and directives concerning our products on the market they are introduced.

### Human rights

- Noratel support and respect the protection of internally proclaimed human rights and will support the work in the area we operate and within our sphere of influence.
- Noratel will not tolerate human rights abuses, and will not engage or be complicit in any activity that enrol or encourages human rights abuse.

### Employment practices

- Noratel support the principles in the International Labour Organization's (ILO's) Declaration on Fundamental Principles and Rights at Work;
  - We uphold the freedom of association and the effective recognition of the right to collective bargaining;
  - We have no forced or compulsory labour;
  - We do not have child labour (under the age of 15 )
- Equal opportunity to harassment free work environment without regard to their race, colour, religion, national origin, sex, sexual orientation, age, disability or other characteristics protected by law.

## Environment

- Noratel has implemented a certified management system in all companies following the principles in ISO 9001 and ISO 14001.
- Noratel has identified its activities contributing to the environmental impact. It is our responsibility to work to minimize the impact from these activities to contribute to pollution prevention, biodiversity and resource conservation.
- Noratel take initiative to promote our employees awareness of our environmental responsibility.

## Sustainable development

- Noratel strive to achieve a sustainable product development, under the production phase but also for the entire lifecycle of the product. If we can make a choice we will always use the material with the lowest total environmental impact. We shall not use materials that consist of any chemicals listed for substitution on international registers like the European Echa.

## Health and safety

- Noratel conduct our activities with work health and safety laws and regulations in all countries and areas we operate.
- Provide our employees a safe work environment and protective clothes and equipment when this is necessary.
- All companies are using and providing the visitor information folder to all customers, suppliers and other visitors to prevent any accidents from happening.

## Crisis management

- Implement plans to address security of employees, facilities, its assets and business continuity.
- Identify and protect Noratel intellectual property in accordance with the law.
- Respect valid patents, trademarks etc. of others.

## Supplier Relationship

- Noratel only do business with suppliers who comply with local and other applicable laws and regulations.
- Noratel will only do business with suppliers who can support and implement the 10 principles of the UN Global compact, including Human Rights, Labour standards, Environment, transparency and anti corruption.
- Noratel will only do business with suppliers who implement the guidelines in the international management standards ISO 9001 and ISO14001.



CEO Asle Braathen Tandberg