



This Code of Conduct sets out Fluid Control Service' policies, guidelines, and expectations for ethical behavior. It applies to all employees, board members, contractors, consultants, suppliers, and anyone acting on behalf of Fluid Control Service. Our Code reflects our core values and guides our daily actions, shaping our company culture and reputation.

Fluid Control Service is committed to full compliance with all applicable laws, regulations, and international standards in every market where we operate. This principle applies to all aspects of our business and is the foundation for every policy in this Code of Conduct.

Supervisors are responsible for promoting compliance with this Code, supporting their teams, and addressing concerns promptly.

CEO – Tor Atle Deisz - Des. 2025



FLUID CONTROL[®]

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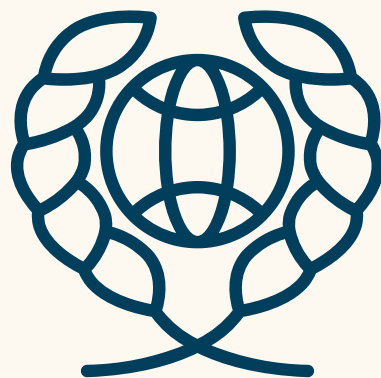
01 RESPECTING EACH OTHER

An Equal Opportunity Workplace free of discrimination or harassment

We are committed to a workplace free from discrimination and harassment. Fluid Control Service is an equal opportunity employer—employment decisions are based on merit and business needs. We do not tolerate discrimination of any kind, including on the basis of race, color, religion, disability, gender, sexual orientation, age, or any other characteristic protected by law.

We value diversity and believe it strengthens our company. We are committed to fair and equal treatment for all employees. We encourage employees to resolve conflicts constructively. Where needed, support is available to help resolve disputes amicably.





FLUID CONTROL SERVICE HUMAN RIGHTS POLICY AND DECENT WORK CONDITIONS

Fluid Control Service is committed to respecting internationally recognized human rights and labor standards across our operations and throughout our value chain. We uphold the principles set out in applicable laws, international conventions, and the UN Guiding Principles on Business and Human Rights (UNGP).

We prioritize the human rights areas where our business activities or supply chain may present the greatest risk of negative impact.

We are committed to maintaining safe, fair, and ethical working conditions and ensuring that our products and services are not used in ways that violate international human rights laws or standards. We do not tolerate slavery, human trafficking, child labor, discrimination, or harassment in any form.

Our employees

Fluid Control Service is dedicated to fostering a safe, inclusive, and diverse workplace where all employees are treated with dignity and respect. We are committed to:

- Providing a healthy and safe working environment supported by robust Health, Safety, and Environment (HSE) programs, education, and training.
- Ensuring equal opportunities in recruitment, development, and advancement.
- Promoting gender equality and actively increasing the representation of women across our organization and industry.
- Respecting the rights to freedom of association, collective bargaining, equal pay for equal work, and non-discrimination.
- Ensuring that all employees receive a written employment contract in a language they understand.
- Offering apprenticeship and training programs that are clearly defined in duration, content, and purpose.

Our Suppliers and Business Partners

We expect all suppliers and business partners to uphold the same high standards as our own operations.

Fluid Control Service requires that all parties in our supply chain:

- Comply with international labor standards, including prohibitions on forced labor, slavery, human trafficking, and child labor.
- Ensure workplaces free from discrimination, harassment, abuse, or degrading treatment.
- Provide safe and healthy working conditions and comply with all relevant laws and regulations.
- Respect human rights across their operations and supply chains.
- Demonstrate transparency and provide documentation to verify compliance upon request.
- We conduct ongoing due diligence to identify, prevent, mitigate, and address any adverse human rights impacts linked to our business activities. When non-compliance is identified, we expect timely corrective action and may reassess or terminate the business relationship if issues are not resolved.





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FUNDAMENTAL LABOUR PRINCIPLES

CHILD LABOUR

Fluid Control Service strictly prohibits the use of child labour in all operations. We will not engage with, or accept products or services from, suppliers or subcontractors that use child labour in any part of their contracting, subcontracting, or production processes. We expect all partners in our value chain to have effective measures in place to prevent, identify, and eliminate child labour.

FREEDOM OF ASSOCIATION

All individuals working for Fluid Control Service have the right to freedom of association and representation. We fully respect the rights of unionized employees to organize and to bargain collectively.

COMPENSATION

Wages for a standard working week must meet or exceed legal or industry minimum standards and be sufficient to support employees' basic needs. Employees are provided clear and regular information on wages, benefits, and the basis of compensation. All wages and benefits are delivered in full compliance with applicable laws. Labor hire arrangements and apprenticeships must never be used to avoid our legal or social obligations to personnel under employment, social security, or labour regulations.

WORK HOURS

Fluid Control Service complies with applicable laws and industry standards governing working hours. We proactively monitor working hours to ensure employees are not placed at risk of overwork or exploitation. Employees must receive overtime compensation for all hours worked beyond their regular schedule, in accordance with relevant legislation.



02 A SAFE WORKPLACE

Safety is a top priority at Fluid Control Service. We are committed to providing a safe and healthy workplace and continuously improving our safety practices. We do not tolerate workplace violence, threats, harassment, or intimidation. Everyone is responsible for maintaining a safe environment.

Fluid Control Service shall create the base through a safety-optimized design to prevent accidents caused by our products.

Environmental, health, and safety matters are integral to Fluid Control Service' total operations. Continuous improvements are achieved in these areas through management by objectives. We consider that the most significant effect is achieved through preventive action.

We adhere to a risk-based approach that results in long-term sustainable development. Consequently, we strive for high efficiency in using energy and natural resources, promote systems for the recovery and recycling of materials and work to prevent minimizing contamination.

We offer working conditions that stimulate employees to perform effectively, assume responsibility and continue to develop in their personal and professional pursuits.

We shall comply with environmental requirements set by applicable laws, ordinances, and international agreements.

We recognize the importance of employee well-being. We support work-life balance, encourage open dialogue about mental health, and provide resources to help employees manage stress.



CODE OF PERSONAL CONDUCT

Fluid Control Service sets high ethical standards for everyone who acts on behalf of the company. The individual must abide by applicable laws and regulations and carry out their duties per the requirements and standards of Fluid Control Service.

We expect individuals to treat everyone they meet through work-related activities courteously and respectfully. The individual shall not behave in a manner that can offend local customs or culture.



Zero Tolerance for Harassment


We treat everyone with courtesy, dignity, and respect—regardless of gender, race, age, or background. Fluid Control Service has zero tolerance for sexual or any form of unlawful harassment. Unwelcome conduct, including sexual advances or any behavior that creates an intimidating or offensive environment, is strictly prohibited.



Drugs & Alcohol

Individuals are not allowed to distribute, possess, use, or work under the influence of drugs or alcohol on Fluid Control Service premises or in connection with Fluid Control Service business without authorization. Fluid Control Service personnel contracted at client site shall not consume alcohol 24 hours before work starts.





INFORMATION & IT SYSTEMS

Fluid Control Service is committed to protecting personal data. We maintain a robust data protection program that meets GDPR requirements, ensuring all personal information is handled lawfully, securely, and with respect for privacy.



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Information on Fluid Control Service IT systems is the property of the company. Access is controlled and permitted only authorized personnel. All users are required to maintain their files and records in an orderly manner. Fluid Control Service will protect information in accordance with ISO 27001 and applicable laws, ensuring confidentiality, integrity, and availability of information assets. Employees are expected to communicate accurately and use official channels for company communications. False or misleading statements are not tolerated.

Employees are expected to use social media responsibly. Posts that could harm the company's reputation or disclose confidential information are prohibited.

Company assets—including equipment, vehicles, and information systems—are to be used for authorized business purposes. Misuse or unauthorized use is prohibited.



03 ETHICS IN OUR BUSINESS ACTIVITIES

All concerns regarding violations of this Code should be reported promptly. Fluid Control Service investigates all reports thoroughly and prohibits retaliation against anyone acting in good faith. Disciplinary action will be taken as appropriate

We are committed to conducting business ethically and sustainably, delivering value to our customers, employees, shareholders, and stakeholders. We comply with all applicable laws and uphold the highest ethical standards in every market where we operate.

Fluid Control Service employees shall not knowingly be associated with reports, communications, or other information where our clients believe that the information contains materially false, misleading statements, contains statements or information furnished inaccurately. Producing misleading reports would create a significant risk to the company and distrust from our interested parties.



04 CODE OF BUSINESS PRACTICE

Our products and services shall be marketed and sold honestly based on their quality, capabilities, price and service level.



Compliance to laws & regulations

Fluid Control Service shall comply with the laws of Norway and the countries where we do business. It's our policy to deliver products and services with the right quality by applicable laws, regulations, rules, standards, and specifications in an environmentally and competitive way. Each individual must be aware of relevant laws and regulations that apply to our work and that we never engage in conduct that violates applicable laws and regulations.



Fair competition and anti-trust laws

Fluid Control Service will compete in a fair and ethically justifiable manner with the applicable antitrust and competition laws and regulations in the markets in which we operate. This applies to competitors as well as to customers and suppliers.

Supplier relations

Fluid Control Service shall establish and maintain appropriate procedures to evaluate and select suppliers and subcontractors on their ability to meet the Fluid Control Service Code of Conduct requirements.



Bid Rigging

Bid rigging is coordination between competitors on prices or other terms in tenders, allocation of tenders, or coordination of behavior in tender procedures. Bid rigging is prohibited.

You shall not:

- Allocate tenders with competitors
- Coordinate prices, calculations, or terms in a tender procedure bribe or extort

We are committed to providing excellent service to our customers and partners. All employees are expected to treat customers and third parties with respect and act in their best interests.



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COMMITMENT TO QUALITY

Fluid Control Service commitment to quality requires that we understand the needs of our interested parties and remain dedicated to meeting their requirements. We will ensure that all deliverables meet our customers expected quality standards, and we will address any quality issues or concerns through our non-conformance system.

Anti Corruption

We are committed to eliminating corruption and complying with anti-corruption laws and standards.

Corruption means any abuse of power to gain a benefit for the company or on behalf of ourselves. We shall not be involved in direct or indirect bribery or payoff.

Conflict of Interest

We avoid situations that create—or appear to create—conflicts between personal interests and the interests of Fluid Control Service. Decisions must be made in the best interest of the company, not influenced by personal relationships or gain.

Gifts & Benefits

Employees must not offer or accept gifts, or other benefits that could influence—or appear to influence—business decisions or compromise integrity. When in doubt, seek guidance from your manager.



05 CORPORATE RESPONSIBILITY

Political

Fluid Control Service will not contribute financially to political parties or politicians. Employees are neither encouraged nor discouraged from making political contributions but must do so in their name, on their behalf, and not as company representatives.

Confidentiality

We develop, generate and manage sensitive information and must therefore be treated as confidential. We shall refrain from disclosing financial information, products, services, current plans, and strategies.

Community


Wherever Fluid Control Service operates, good relations are fundamental to long-term success.


Our community is strengthened by mutual respect, collaboration, and pragmatic, responsible behavior.


- Support local charities
- Sponsor local events/clubs
- Collaborate with local authorities
- Collaborate with local schools

06 SUSTAINABILITY


Sustainability Strategy

 Sustainability is central to our strategy and daily operations.

 We create value for our company, customers, and society by minimizing environmental impact, supporting local communities, and promoting responsible business practices.

 We have a dedicated sustainability program and governance structure that integrates sustainability into our everyday business.

People & Communities

 Our sustainability approach includes our employees, customers, the environment, and the communities where we work and live.

Value Chain & Operations

 We maintain a locally based value chain to reduce unnecessary transportation.


 We ensure that equipment processing uses sustainable energy sources whenever possible.

Waste, Chemicals & Energy

 We continuously improve waste sorting and reduce unnecessary energy use.

 We avoid harmful chemicals and work toward environmentally friendly operations.

Products & Solutions

 We develop technologies, solutions, and products that support national and international climate and waste-reduction goals.

 We view sustainability initiatives as business opportunities that strengthen long-term competitiveness.

Future Commitment

 We aim to meet today's needs without compromising the ability of future generations to meet theirs.



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SOCIAL RESPONSIBILITY

Fluid Control Service is committed to supporting all communities and helping people build stronger connections. We contribute to a range of social programs focused on education, culture, and charitable causes.

♥ We help improve children's lives globally by donating to and actively engaging with Save the Children.

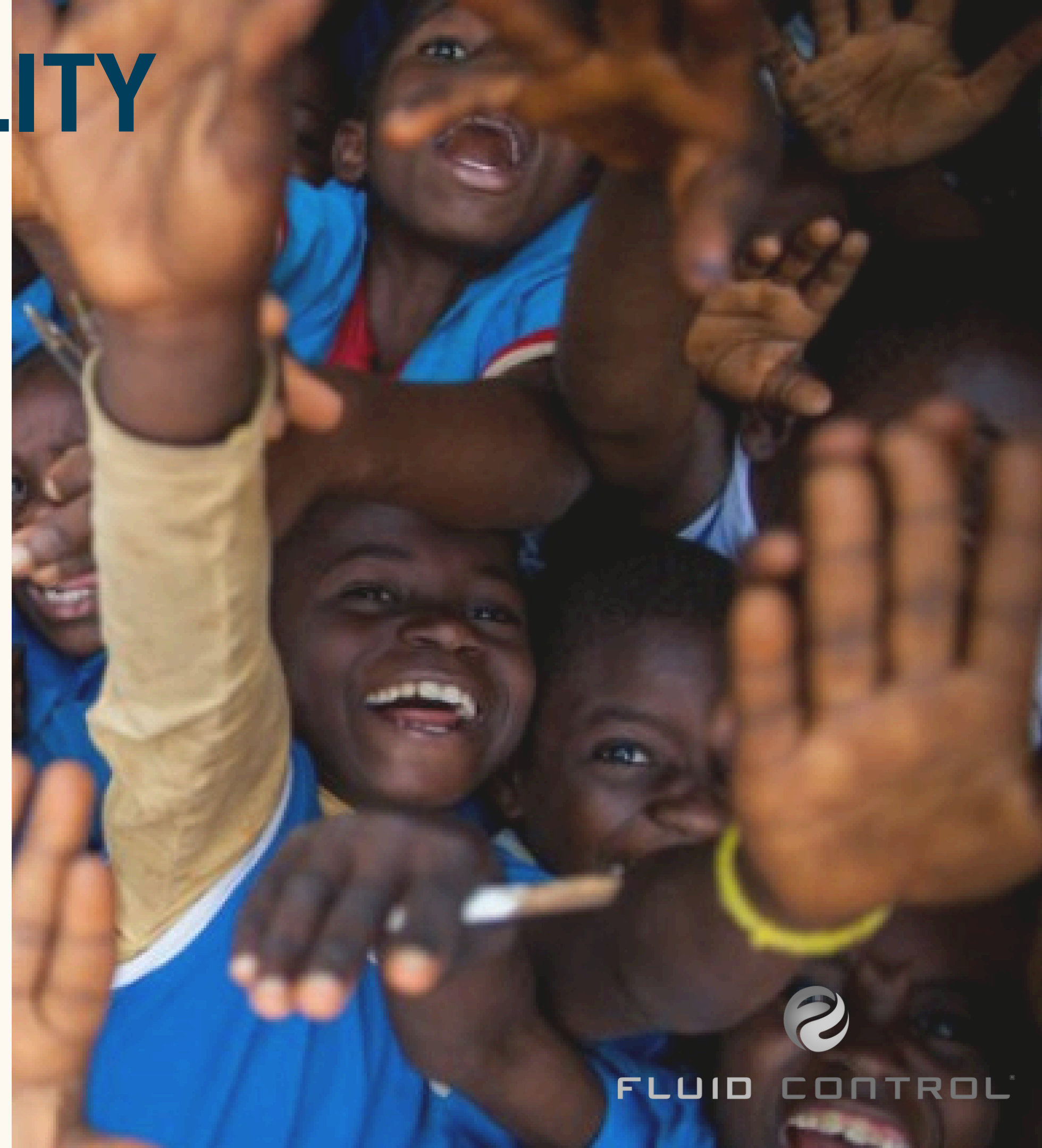
🏆 We provide equipment for sporting events through sponsorships connected to our employees' children.

🏃 We support local sports activities through ongoing sponsorships.

🍏 All fruit is purchased from a supplier that provides jobs for people with reduced abilities.

☕ We purchase coffee that contributes to local charitable initiatives, and all income from returned bottles and cans is donated to the Norwegian Cancer Society (Kreftforeningen).

Fluid Control Service may use sponsorships to promote the company and its business activities. All sponsorships must be strategic and aligned with Fluid Control Service' values. Our sponsorship and initiatives are carried out through local business units, with a focus on supporting culture, education, sports, and other proactive social or humanitarian programs.



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