



Code of Ethics



Trust is our core value, and building an environment of trust is a shared responsibility among stakeholders, management, and employees. By aligning with our Core Values, we drive the company's growth and reputation. I believe our people are committed to our success and public image.

This Code of Ethics provides policies and guidelines to guide daily actions and applies to all employees, board members, consultants, suppliers, and others representing Fluid Control Service. It reflects our operations, values, and company culture.



CEO – Tor Atle Deisz
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01 RESPECTING EACH OTHER

An Inclusive and Equal Opportunity Workplace Free from Discrimination and Harassment

At Fluid Control, we are committed to maintaining a workplace free from discrimination and harassment. As an equal-opportunity employer, we base decisions on merit and business needs, without discrimination based on race, color, religion, disability, gender, sexual orientation, age, or other legally protected characteristics. We value diversity, believing it fosters a competitive advantage.

A hand is shown pointing at a digital interface. The interface features a grid of hexagonal icons with various symbols: a target with an arrow, a group of three people, a handshake, and a person in a suit. The text 'CORE VALUES' is prominently displayed in a large, bold, white font within one of the hexagons. The background is dark blue with glowing light effects.

**CORE
VALUES**

Fluid Control is committed to upholding internationally recognised human rights and labour standards throughout our operations and across our value chain

We adhere to all applicable laws and regulations, including internationally recognized conventions on human rights and decent working conditions

Fluid Control operates its business and expects its raw material suppliers to do the same, ensuring that this is never at the expense of fundamental human rights or decent working conditions. To uphold this commitment, Fluid Control conducts thorough due diligence assessments of both its own operations and those of its suppliers.

Pay particular attention to the rights that our business is most at risk of being affected negatively.

Our commitment to human rights extends to our employees, business partners, communities, and all individuals impacted by our operations.

Our employes

Fluid Control is committed to ensuring a safe, equal, and diverse workplace with equal rights and conditions for all employees. Our HSE work ensures that our employees are safe, get education, information, and training are necessary to ensure their safety. We work actively to increase the proportion of women in our organization and the industry. We respect the right to freedom of association, equal pay, and equal opportunities. All employees are entitled to an employment contract in a language they understand. Apprenticeship programs are clearly defined concerning duration and content.

Our Suppliers

We are committed to fair and ethical trade. Our code of conduct mandates that all partners in our supply chain comply with international labor standards. Slavery, human trafficking, child labor, discrimination, and harassment are strictly prohibited in our operations and by those working with or on behalf of Fluid Control.

We also work towards ensuring that our products and services are not used in ways that violate international human rights laws and standards.

Fluid Control Human Rights Policy and Decent Work Conditions



Child Labour

Fluid Control shall neither tolerate the use of child labor when conducting business nor accept products from suppliers and subcontractors that utilize child labor in their contracting, subcontracting, or other relationships to manufacture their products.

Freedom of Association

All Fluid Control individuals shall have the right to free representation. Fluid Control shall respect the right of all unionized employees to bargain collectively.

Fluid Control shall facilitate the independent and free association and bargaining for all such personnel in situations where the right to freedom of association and collective bargaining are restricted under the law.

Wages paid for a standard working week at least meet the legal or industry minimum standards and are sufficient to meet the basic needs of our employees.

Information on wages and benefits is communicated clearly and regularly to each employee

Wages and benefits are rendered in full compliance with all applicable laws.

Labor hire arrangements and apprenticeships are not undertaken to evade Fluid Control' obligations to personnel under applicable laws, social security legislation, and regulations.

Compensation

Working Hours

Fluid Control shall comply with applicable laws and industry standards on working hours. We are carefully monitoring our workforce to ensure our employees are not exploited. Workers shall receive overtime pay for all hours worked over and above their regular working hours by relevant legislation.

02 A SAFE WORKPLACE



Fluid Control is focused on safe operations and work continually towards improvements in work areas. We shall take reasonable steps to prevent accidents and injuries. Workplace violence, including threats, threatening behavior, harassment, intimidation, assaults, and similar conduct, will not be tolerated.

Fluid Control 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' 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.

Code of Personal Conduct

Fluid Control 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.

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

Everyone shall treat one another with courtesy, dignity, and respect, regardless of gender, race, age, or origin.

Fluid Control do not tolerate sexual or other unlawful harassment involving soliciting sexual favors, initiating sexual advances by one employee toward another, or other unwelcome conduct that creates an offensive or intimidating work environment.


Fluid Control managers shall be alert to the possible presence of unlawful harassment in the workplace and shall take appropriate steps to prevent any form of such harassment.



Drugs & Alcohol

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





Fluid Control is committed to safeguarding personal information within our control by implementing a robust data protection framework. Our approach will be effective, purpose-driven, and fully aligned with the requirements of the GDPR, ensuring compliance and a strong understanding of data protection principles.

Information & IT Systems

Fluid Control is committed to the highest information security standards by adhering to applicable Norwegian regulations and ISO 27001. This framework helps us manage and protect sensitive information through strong security controls, including risk assessments, access controls, data protection, and incident management. We ensure that only authorized personnel access data, which is encrypted and handled in compliance with data protection laws.

We prioritize employee awareness with ongoing training and regularly review our security measures to address emerging threats. By following ISO 27001, we reinforce trust with stakeholders, protect data, and ensure compliance, making information security a key part of our operations.

03 Ethics in Our Business Activities

non-compliant.

In the event of non-compliance

Non-compliant behavior shall be reported to the nearest supervisor and Human Resources department. All complaints will be handled professionally and investigated as appropriate. There shall be no retaliation for good-faith reporting of a code violation or participating in the Company's complaint investigation.



If non-compliance with Fluid Control Code of Conduct, there will be immediate disciplinary consequences up to potential dismissal.

Fluid Control is committed to increasing its value to customers, employees, shareholders, and other stakeholders by profitably and sustainably providing products and services to worldwide markets. At the same time, Fluid Control shall maintain a high level of ethical standards worldwide. Fluid Control, and its employees, shall comply with the laws of all countries in which it operates, as well as the Fluid Control Code of Conduct.

All employees must ensure, by seeking advice where appropriate, that they are aware of all relevant laws, practices, and codes of practice. This Code of Conduct applies without exception in Fluid Control worldwide.

Fluid Control employees shall not knowingly be associated with reports, returns, 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



Compliance to laws & regulations

Fluid Control shall comply with the laws of Norway and the countries where we do business. It's in our policy to deliver products and services with the right quality in accordance with 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 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 in relation to competitors as well as to customers and suppliers.

Supplier relations

Fluid Control shall establish and maintain appropriate procedures to evaluate and select suppliers and subcontractors on their ability to meet the Fluid Control 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
- Agree that a potential bidder shall abstain from submitting a tender
- Coordinate prices, calculations, or terms in a tender procedure
- Bribe or extort



Commitment to Quality

Fluid Control is committed to delivering high-quality products and services that meet the needs of our stakeholders. In line with ISO 9001 standards, we focus on understanding and fulfilling the requirements of our interested parties. We ensure that all deliverables meet customer expectations for quality and address any issues through our non-conformance system, striving for continuous improvement and customer satisfaction.

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

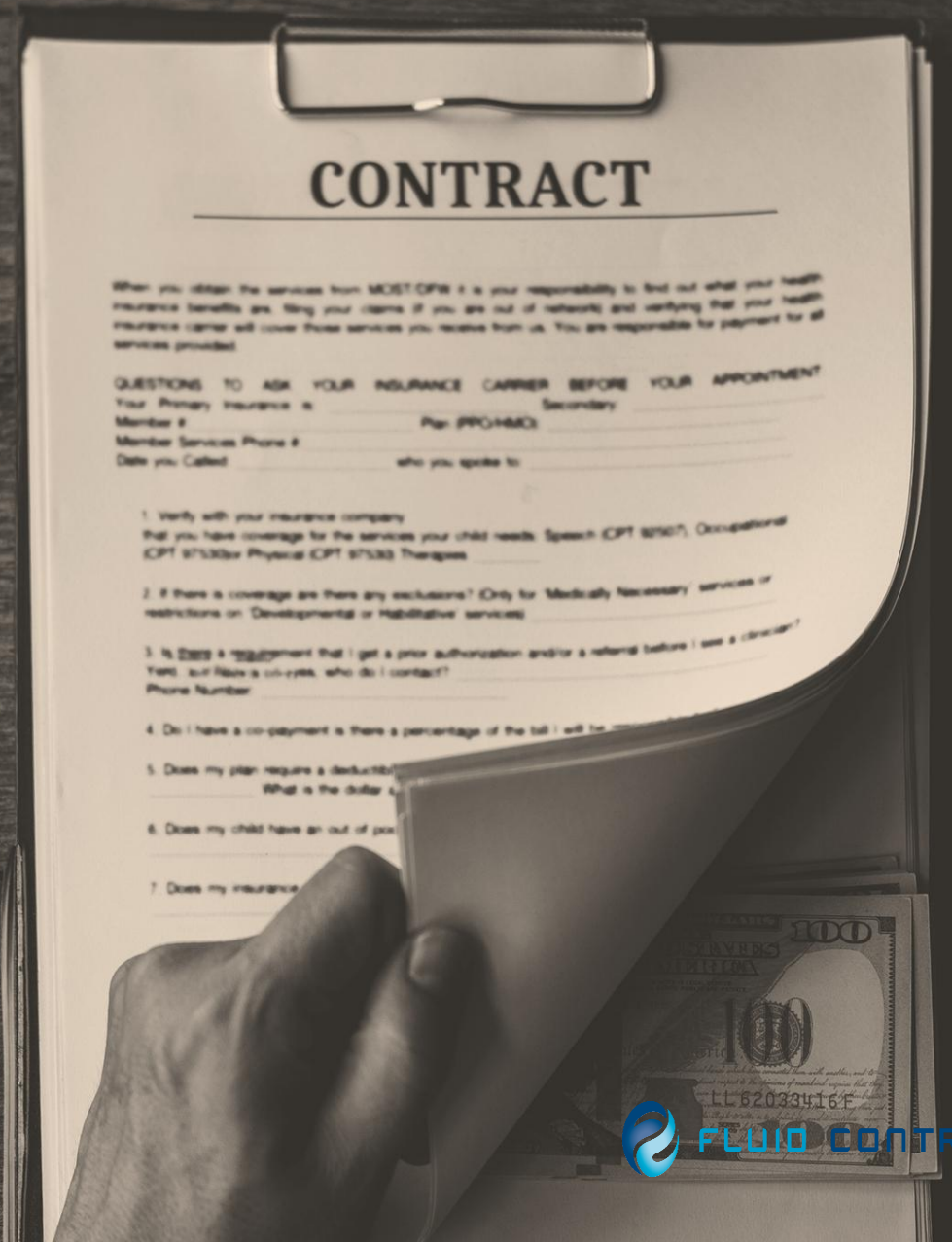
We shall avoid situations involving actual or potential conflicts of interest and always put the interest of our company above personal interest.

This means we must not allow our interests, or those of our family members or persons we have a relationship with; to influence the decisions we make on behalf of the company.

Gifts & Hospitality

The individual shall not, directly or indirectly, accept gifts unless they are consistent with standard business practices.

The guiding principle is that staff should not accept gifts, hospitality, or other benefits that could compromise their personal or professional integrity. If you are uncertain about whether to offer or accept a gift, hospitality, or benefit, you must seek guidance from your manager.



05 Corporate Responsibility

Political

Fluid Control 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 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 schools

06 Sustainability

Sustainability directly impacts our internal value creation through growth, return on capital, and risk management. It also generates value for our customers and other stakeholders, leading to greater cost-effectiveness, improved access to products with the highest safety and environmental standards, and reduced environmental impact.

Fluid Control has had a strategic approach to sustainability through a dedicated program and governance structure to integrate sustainability into our daily business. It encompasses our employees, customers, the environment, and the society we operate and live in.

We have a locally based value chain, avoiding unnecessary transportation and ensuring that the processing of equipment delivered to us uses sustainable power sources to the highest possible means. We will continue to improve on sorting waste and avoid unnecessary waste of energy, avoid harmful chemicals, and offer environmentally friendly systems to our clients and partners.

Fluid Control is targeting technologies, solutions, and products that favorably will contribute to reaching both the national and international climate and waste goals. We will approach these as business opportunities and meet the needs of the present without compromising the ability of future generations.



Social Responsibility

Fluid Control is committed to providing our services and support to all communities and enabling people to form closer relationships. We support various social programs focused on education, culture, and charity.

- Help and improve children's lives around the world by donating and being actively involved in SAVE THE CHILDREN
- Providing equipment for the sporting event via Staff's kid's sponsorship
- Supporting local sports activities through sponsorship
- All fruits purchased from a company that facilitates work for people with reduced abilities
- We purchase coffee and revisit where it is donated to a local charity; all our income from empty bottles and cans goes to the National Cancer Association (Kreftforeningen)



Fluid Control may utilize sponsorships to promote the company and its business. All sponsoring relationships shall be strategic and aligned with Fluid Control's values. Fluid Control sponsoring and endowment initiatives shall be delivered through local business units, focusing on programs supporting culture, education, sports, or other proactive social and humanitarian programs.