



**As a company operating in Norway, Intermediary AS is subject to Norwegian law**

To ensure that Intermediary AS operates in an ethical and responsible manner, our company will adhere to the following ethical guidelines.

**Compliance with laws and regulations**

Intermediary AS will comply with all relevant laws and regulations in Norway. This includes adhering to tax laws, labor legislation, environmental regulations, and other pertinent laws and regulations.

**Fair business practices**

Intermediary AS will conduct its business activities in a fair and ethical manner. This includes avoiding bribery, conflicts of interest, and other immoral practices.

**Respect for human rights**

Intermediary AS will respect human rights, both within the company and in its business activities. This includes prohibiting discrimination, forced labor, and child labor.

**Environmental responsibility**

Intermediary AS will take steps to minimize its environmental impact. This includes reducing waste, using sustainable materials, and promoting energy efficiency.

### **Protection of confidential information**

Intermediary AS will ensure the protection of confidential information, including customer data, employee data, and business information.

### **Social responsibility**

Intermediary AS will take an active role in supporting the community and contributing to social welfare. This includes engaging in charitable activities and supporting local businesses.

### **Employee well-being**

Intermediary AS will ensure the well-being of its employees. This includes providing a safe and healthy workplace, offering fair wages and benefits, and providing opportunities for career development and training.

With these ethical guidelines, Intermediary AS will maintain a strong reputation and build trust with our customers, employees, and the community.