



ANTI-BRIBERY AND CORRUPTION POLICY

We pay special attention to ethical business practice in all our countries of operation when dealing with private businesses, political parties, the authorities and officials. We expect a high standard of ethics and integrity from our business partners.

We do not accept any form of bribery or corruption of the board, the CEO, employees or business partners and will take action if we observe unethical conduct.

We do not accept gifts, benefits, payments, hospitality or the offering or receiving of services if they can be assumed to affect business activities or if they exceed the limits of normal hospitality. No obligations shall be associated with received gifts etc. We comply with the local laws governing donations.

Giving or permitting illegal payments and bribes is prohibited. For instance, sums of money aiming to facilitate or expedite the performance of routine tasks, such as the granting of permits or the processing of administrative documents.

We expect our employees to always behave in the best interests of the company and to refrain from business relationships that may create a conflict of interests. Our employees may not undertake any personal or financial measures that could be in conflict with the obligations related to our company.

When receiving various invitations, our employees should keep in mind that they represent a state-owned company whose decision-making process must withstand both legal and ethical scrutiny. Moderation should therefore be practised not only when organizing events, but also when participating in them.