

# Ethical Guidelines and Social Responsibility

---

Norautron is committed to treat all employees, stakeholders, suppliers and customers ethically and with respect.



## Respect for Human Rights

Norautron upholds and respects the fundamental human rights of its employees, suppliers, and stakeholders, while strictly prohibiting any form of discrimination, harassment, child labour, forced labour, or any other human rights abuses.

Norautron strictly adheres to the [Norwegian Transparency Act](#), which promotes the safeguarding of fundamental human rights and decent working conditions throughout its goods production and service provision. The company prioritizes transparency by providing the general public with access to information concerning its efforts to address any adverse impacts on fundamental human rights and decent working conditions.



## Ethical Behaviour

Norautron is committed to conducting business with integrity, honesty, and transparency. Employees are expected to adhere to high ethical standards in all their professional activities.



## Compliance to Laws and Regulations

Norautron and its employees must comply with all applicable laws, regulations, and industry standards governing the manufacturing and sale of electronics products. This includes but is not limited to environmental regulations, labour laws, and product safety standards.

## Employee Health and Safety

Norautron prioritizes the health and safety of its employees by providing a safe and healthy working environment, implementing safety protocols, and offering appropriate training and protective equipment to mitigate workplace hazards.

## Environmental Responsibility

Norautron recognizes its responsibility to minimize its impact on the environment. The company aims to reduce waste, promote recycling, and adopt sustainable practices in its manufacturing processes. This includes complying with environmental regulations and striving for energy efficiency.



## Supply Chain Standards

Norautron expects its suppliers to adhere to the same high ethical, environmental, and labor standards it upholds. Norautron promotes fair trade, responsible sourcing, and discourages any involvement with suppliers engaged in unethical practices.



## Fair Competition

Norautron believes in fair and open competition and comply with antitrust and competition laws and prohibit anti-competitive practices such as price fixing, bid rigging, or market manipulation.

## Social Responsibility

Norautron actively contributes to the communities in which it operates; supports charitable initiatives, promotes diversity and inclusion, and strives to be a responsible corporate citizen.

## Conflict of Interest

Employees are expected to act in the best interest of Norautron and avoid conflicts between personal interests and business responsibilities. They should disclose any potential conflicts of interest and refrain from engaging in activities that compromise their objectivity or loyalty.

## Confidentiality and Intellectual Property

Norautron respects the confidentiality of proprietary information, trade secrets, and intellectual property. Employees are required to safeguard confidential data and refrain from unauthorized use or disclosure.



Bjørn Einar Brath  
President and CEO