

# Ethics code of conduct

We shall be known for our high ethical standards

- We treat ethics as an integral part of our business
- We act within the law and comfortably within our own ethical policy
- We require high ethical standards of everyone who acts on our behalf
- We are open in dealing with ethical dilemmas
- We spend sufficient time on difficult ethical decisions
- We expect our suppliers and partners to have high ethical standards

# Health, safety and environment

Our goal is zero harm

- We understand and manage risk
- We can prevent all accidents
- We stop unsafe acts and operations
- We minimize our impact on the environment and climate
- We care about each other
- We create a safe and healthy working environment
- We work together with our partners to improve HSE results
- We have an open dialogue with society