

Policy for Corporate Social Responsibility

The AF Groups code of conduct is setting the agenda of the expectations and demands we place on our suppliers and subcontractors.

In 2009 the AF Group joined the [UN Global Compact's ten principles for corporate social responsibility](#) in the areas of human rights, labour, the environment and anti-corruption when evaluating new and existing suppliers.

Human Rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

Labour Standards

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

UN Global Compact – 10 principles:

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AF Gruppen ASA is one of Norway's largest exchange-listed construction companies. The company has 2500 employees in Norway, Sweden, Poland and China, and has a turnover of more than NOK 7.4 billion in 2011.

AF is divided up into five business areas: property, building, construction, environment and energy. Our ambition is to be the natural choice to solve the most demanding tasks, preferably on the outer fringes of what is possible for a construction company. Our conduct is characterised by professionalism and high ethical standards.

