

Overview of our actions in the four focus areas

Human Rights

Norway has strict regulations covering labour rights and human rights. We run our business responsibly according to all regulations and with strict ethical principles.

- Assessment, policy and goals
 - 11 company policies covering all areas of our activities, including HR.
 - Clear statement in our annual report for our commitment to respect equality, human rights and no discrimination based on gender, orientation etc.
- Implementation
 - Established whistleblower channel where employees and other stakeholders can report unwanted incidents of all kinds, also anonymous and/or to an external lawyer. This channel can also be used by external stakeholders (customers, suppliers and others).
 - Strict company ethical standards/Code of conduct.
 - Implemented electronic education in our ethical standards and code of conduct, in which it is compulsory for every single employee to participate every year. This program includes dilemma training.
 - Our suppliers are required and expected to run their business in line with our principles and in line with all external and internal regulations and requirements, as well as our Supplier Code of Conduct.
 - Information about our commitment to UN Global Compact and the different principles in the company web site and in contracts with suppliers and partners.
- Measurement of outcomes
 - Non-conformity to our internal and external regulations are reported to the Compliance Officer.
 - Implemented formal assessment tool – “Supplier Code of Conduct” – to execute surveys in our supplier channels to validate conformity and actions in this area.

Labour

- Assessment, policy and goals
 - Written policies underscoring our commitment to secure labour rights.
 - Our suppliers are required and expected to run their business in line with our principles and in line with all external and internal regulations and requirements, as well as our Supplier Code of Conduct.
 - All suppliers must sign a "Letter of conformity", allowing us to investigate if they are in line with our demand.
- Implementation
 - Twice a year we run an electronic survey targeting all employees. In these surveys the employees are requested to answer and describe their assessment of their work surrounding.

- We commit to respect the labour interests and rights in our Code of Conduct, in our intranet, in our policies and in external communication.
- Measurement of outcomes
 - Measured through the internal surveys twice a year.
 - Our degree of sick leave is far lower than the national level, only 4,2% in 2020
 - Introduced an assessment tool for executing surveys in our supplier channels to validate their conformity and actions in this area.
 - Implemented formal assessment tool – “Supplier Code of Conduct” – to execute surveys in our supplier channels to validate conformity and actions in this area.
 - Non-conformity is reported to the Compliance Officer.

Environment

- Assessment, policy and goals
 - The main business for our company is import, sales and maintenance/service of automobiles.
 - The main challenges for us are the workshops and their employees, where the correct and responsible use of chemicals and the handling of waste is critical.
 - The company has an environmental commitment to run our business responsibly and implement measures to reduce our negative impact on the environment.
- Implementation
 - All our dealers and workshops (approx. 50 – covering the country) are officially certified according to ISO 14001:2015 and the standards of the European acknowledged standard of Miljøfyrtårn ("Environmental Lighthouse").
 - Most of the vehicles we import and distribute are environmentally friendly as fully electric.
 - Our policies describe that we shall act environmentally responsible in our daily business and in our procurement.
- Measurement of outcomes
 - Monitor regularly the degree of waste reduction and recycling.
 - Reduce the use of chemicals and use to the largest extent possible harmless chemicals.
 - Thorough education for employees.
 - Implemented formal assessment tool – “Supplier Code of Conduct” – to execute surveys in our supplier channels to validate conformity and actions in this area.
 - If incidents occur this will be corrected as efficient as possible. Over the last few years no incidents have been reported.
 - Non-conformities are reported in our corporate issue tracking system.

Anti-Corruption

- Assessment, policy and goals
 - Risk of corruption is quite limited in Norway.
 - We have a written policy stating zero tolerance for corruption for our employees, for suppliers and other stakeholders.
- Implementation

- Implemented training programs with corruption dilemma training.
- All suppliers are obliged to sign their adherence to our code of conduct and our terms of purchase. Both these documents have strict demands for non-corruption.
- Measurement of outcomes
 - If we discover or suspect corruption we conduct thorough internal and external surveys.
 - Implemented formal assessment tool – “Supplier Code of Conduct” – to execute surveys in our supplier channels to validate conformity and actions in this area.
 - Non-conformity is reported to the Compliance Officer.

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