Ethical Guidelines

– Code of Business Conduct – for Favo AS –

Purpose

These ethical guidelines are intended to ensure that Favo AS conducts its business in a responsible, lawful and trustworthy manner.

The guidelines are based on internationally recognised principles relating to human rights, decent working conditions, the environment and anti-corruption.

The guidelines apply to everyone associated with Favo AS – owners, employees, hired resources, suppliers, partners and others acting on behalf of the company.

General Business Ethics

Favo AS shall act with integrity, transparency and responsibility in all business activities:

- We do not undertake assignments intended to mislead or conceal matters relating to people, society or the environment.
- We always comply with applicable competition law and do not participate in price-fixing, market sharing or other anti-competitive practices.
- We conduct our business in accordance with applicable laws and regulations in the markets in which we operate.
- We set clear expectations for suppliers and partners to act in line with our values and ethical standards.

Due Diligence Assessments

Favo AS carries out due diligence assessments adapted to the company’s size, nature and risk profile. This involves assessing the risk of actual and potential negative impacts on fundamental human rights and decent working conditions among suppliers and partners, and implementing reasonable measures where necessary.

Environment and Climate

Favo AS shall be a responsible corporate citizen and work to reduce negative impacts on the environment and climate.

- We aim to make sustainable choices in operations, procurement and the development of our software solutions.
- We prioritise digital and resource-efficient solutions wherever possible.
- We are mindful of energy use, travel and resource consumption, and continuously work to improve.

Human Rights and Working Conditions

Favo AS respects fundamental human rights as defined in UN conventions and the core conventions of the International Labour Organization (ILO).

- We do not accept child labour, forced labour or modern slavery.
- Everyone who works for or with Favo AS shall be treated with respect and dignity.
- We do not tolerate discrimination based on gender, age, ethnicity, religion, disability, sexual orientation, political views or trade union membership.
- We aim to provide an inclusive and positive working environment for all employees, characterised by trust and mutual respect, where diversity is valued.

Health, Safety and Environment (HSE)

Favo AS shall provide a safe, secure and healthy working environment.

- We work systematically on health, safety and the working environment in accordance with applicable regulations.
- We do not accept harassment, bullying or any other offensive behaviour.
- Everyone working for the company shall receive the necessary training and information to perform their work safely.

Privacy and Information Security

Favo AS processes personal data and other sensitive information in a responsible and secure manner.

- We comply with applicable data protection regulations, including the General Data Protection Regulation (GDPR).
- Information relating to customers, users, employees and partners is handled confidentially.
- We work systematically with information security to protect data, systems and services related our software solutions.

Financial Crime and Corruption

Favo AS has zero tolerance for financial crime.

- We do not accept corruption, bribery, money laundering, embezzlement or other improper business practices.
- Business decisions shall be made on objective and transparent grounds.

Sustainable Resource Management

Favo AS shall manage resources responsibly and with a long-term perspective.

- We respect applicable laws and regulations regarding the use of natural resources.
- Unauthorised or illegal acquisition of resources, including digital crime such as hacking or misuse of systems, is not acceptable.

Compliance, Reporting and Duty to Provide Information

Everyone representing Favo AS is responsible for being familiar with and complying with these guidelines.

These ethical guidelines form part of Favo AS’s work under the Norwegian Transparency Act (Åpenhetsloven).

Information on how we work with human rights and decent working conditions will be made available upon request and published on our website.

Favo AS responds to enquiries regarding how we address actual and potential negative impacts on human rights and working conditions, in accordance with the requirements of the the Transparency Act (Åpenhetsloven).