

ON-SITE NORWAY AS - ANTI-CORRUPTION POLICY

1.1 BASIC PRINCIPLES

All forms of bribery and corruption are prohibited. We will not tolerate any act of bribery or corruption.

Bribery is prohibited when dealing with any person whether they are in the public or private sector and the provisions of this policy are of general application.

Corruption is defined as all abuse of power, money or position for illegitimate personal or group benefits. This includes all forms of economic corruption, such as bribes, embezzlement, extortion, kickbacks and fraud.

1.2 COMPLIANCE WITH THE POLICY

Each of us has an obligation to act with integrity and to ensure that we understand and comply with the policy.

Training will be provided to relevant employees throughout the group to support them in complying with their responsibilities.

1.3 WHISTLEBLOWING

On-Site is committed to ensuring that employees can speak up with confidence if they have any concerns or need to ask for help. If you suspect or observe anything that you think might be in contravention of this policy, you have an obligation to report it.

On-Site will not tolerate retaliation in any form against anyone for raising concerns or reporting what they genuinely believe to be improper, unethical or inappropriate behaviour. All reports will be treated confidentially.

1.4 WHO DOES THIS POLICY APPLY TO?

All On-Site Norway's employees must commit to this anti-corruption policy and are not allowed to be involved in any corrupt practices as defined in this policy. On-Site's management has a responsibility to adhere to and promote this policy.

We select partners and suppliers that share and comply with this zero-tolerance policy and will promote discussion and understanding of this position with partners when relevant.

1.5 ANTI-BRIBERY PROGRAM

We conduct periodic anti-bribery assessments and audits of our business to raise overall awareness, detect potential misconduct and monitor compliance with anti-corruption laws and policy.

1.6 CONSEQUENCES

Failure to comply with this Policy may result in disciplinary consequences up to and including termination of employment. In cases where the conduct violates applicable laws, rules and regulations, On-Site may also refer the matter to appropriate regulatory authorities, which could result in penalties, fines or imprisonment.

On-Site also reserves the right to terminate contractual relationships with any customers, suppliers, local agents, forwarder, creditors, as well as any other third party, who has contractually agreed to comply with this Policy and has violated the Policy. It is the responsibility of all On Site`s personnel who sign agreements on On-Site`s behalf to ensure that the other party contractually agrees to comply with this Policy.