Code of Business Conduct and Ethics

DOCUMENT CONTROL	
Owner: Chief Executive Officer	Oversight: Board of Directors
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Approved by: Svein Erik Haugan, CEO	Approval date: 26 November 2026

1. Purpose and scope

TEAM NORSO AS expects directors, owners acting on behalf of the company, employees, advisers, contractors and other representatives to act lawfully, honestly and professionally in all assignments. The CEO owns this policy and the Board oversees its implementation. Where lawful client requirements are stricter, they shall be observed.

2. Professional integrity

Recruitment and selection must be based on relevant role requirements, reliable evidence and fair assessment. Advisers must not misrepresent qualifications, fabricate evidence, distort findings or change professional conclusions to satisfy a client. Explain material limitations and distinguish facts from professional judgement. Respect candidates, provide accurate information and avoid promises that cannot be fulfilled.

3. Respect and fair treatment

Discrimination, harassment, bullying, retaliation and other abusive conduct are prohibited. Apply job-related and proportionate criteria consistently; accommodate candidates where required. Raise inappropriate or unlawful client instructions and refuse to implement them.

4. Conflicts, gifts and outside interests

Disclose actual, potential or apparent conflicts before participating in a decision. Outside engagements are permitted subject to confidentiality, contractual commitments and independent judgement. Disclose proposed assignments for direct competitors of existing clients to the CEO and obtain approval before accepting them. Gifts, hospitality, commissions and improper influence are governed by TN-POL-001.

5. Confidentiality and communications

Protect candidate, customer and company information in accordance with TN-POL-003. Require an NDA or equivalent binding confidentiality terms before granting access to client information. Do not use confidential information for personal gain or other assignments. Only the CEO or persons expressly authorised by the CEO may make public statements on behalf of TEAM NORSO. Respect intellectual property and accurately attribute experience and deliverables.

6. Accountability

Maintain accurate records, comply with applicable requirements and report concerns under TN-POL-004. The CEO shall assess and record corrective action; material breaches may result in disciplinary or contractual action consistent with law. All covered persons shall acknowledge relevant policies in writing; the CEO reviews this policy annually and following material change. Promptly report relevant breaches and lawfully share client-related regulatory, legal or media requests with the affected client through the CEO, subject to legal restrictions and confidentiality.

Related: TN-POL-001, 003, 004 and 005. Basis: Evolution Supplier Code of Conduct, IMS.PO.40, pp. 1–4.