

Introduction

Kolos Lifting & Inspection AS and Kolos Group AS (Kolos) are committed to conduct business in accordance to the highest standards of ethics, such as honesty, integrity and fairness. Those are to be practiced in all Kolos' affairs.

In order to meet these standards, the company has implemented this Corporate Social Responsibility (CSR) policy, which consists of four sections:

- Vision, mission and core values
- Ethical rules and code of conduct
- Responsibility for human rights and working conditions
- Responsibility of Suppliers and Stakeholders
- KOLOS Commitment to Business Partners.

Vision, Mission and Core Values

Our Vision and Mission together with the set of well implemented Core Values encourages behavior that secure first class quality in all deliveries, customer satisfaction and the well being our employees.

We have a vision to create passion for lifting and inspection both with our employees and our clients. Our mission is to deliver competence and equipment for secure performance of lifting operations and inspection services for our clients.

Our Core Values are Competence and Pride in our Profession, Quality and Safety in all deliveries and Fellowship and Respect for each other.

Ethical rules and code of conduct

The statement in this section must be signed by all Kolos employees, Kolos owners and Kolos board members, in the following described as internal personnel.

Persons who, through their work for or on behalf of Kolos, become aware of trade or trade secrets at Kolos or at customers, undertake not to use, hand over or otherwise make available to unauthorized persons this knowledge and not use this knowledge for own current or future acquisition.

Confidential information obtained shall be respected and treated confidentially, unless the content of the information is illegal. Personal interests must not in any way influence decisions that might cause conflict with Kolos interests.

Internal personnel shall treat people they meet during their employment in Kolos with respect and equality. Equality applies regardless of gender, orientation, race, religion or political belief

Internal personnel shall under no circumstances acquire financial benefits, nor facilitate that individuals, companies or organizations obtain financial benefits through deliberate utilization of their position in Kolos.

All internal personnel have a responsibility for people and the environment and are encouraged to contribute to improve and increased safety within all business areas where Kolos are involved.

Responsibility for human rights and working conditions

KOLOS promote respect for human rights and decent working conditions by operating in accordance with Norwegian and international laws and guidelines applicable for KOLOS including, but not limited to, Collective Bargaining Agreement, the Working Environment Act, the Transparency Act, etc.

Responsibility of Suppliers and Stakeholders

KOLOS expects each of its Stakeholders to operate and act in compliance with this policy and all applicable laws and regulations. We reserve the right to audit our suppliers and assess conformance to current requirements and expect them to correct non-conformance issues identified.

KOLOS Commitment to Business Partners

KOLOS relationships with its Business Partners shall be characterized by honesty and fairness. We conduct our business in accordance with NS-ISO 26000 Guidance on Social responsibility.

We are guided by the values and attitudes already described and in addition to that we have implemented the following actions:

- Kolos have implemented a control- and quality system containing all governing documentation related to HSE and QA, such as non-conformance treatment and continuous improvement, risk analyzes among other continuous improvement tools. Any deviations to the CSR policy are handled according to the internal Non-conformance system
- Kolos contribute to the education of professionals within the fields of automation, mechanic, logistic and administration through a national trainee education system. The trainee program normally has a duration of 2 years.

Sola, April 27th, 2023

Kirsti Tønnessen

[Kirsti Tønnessen \(Apr 27, 2023 12:01 GMT+2\)](#)

Kirsti Tønnessen
Chairman of the Board
Kolos

Corporate Social Responsibility-3

Final Audit Report

2023-04-27

Created:	2023-04-27
By:	Eivind Windingstad (ewin@kolos.no)
Status:	Signed
Transaction ID:	CBJCHBCAABAA7sq0YI9dobB1FgVW0P7DxkAJWalusU-Q

"Corporate Social Responsibility-3" History

-  Document created by Eivind Windingstad (ewin@kolos.no)
2023-04-27 - 9:44:40 AM GMT- IP address: 212.33.139.30
-  Document emailed to kirsti@westco.no for signature
2023-04-27 - 9:45:11 AM GMT
-  Email viewed by kirsti@westco.no
2023-04-27 - 10:00:58 AM GMT- IP address: 104.47.1.254
-  Signer kirsti@westco.no entered name at signing as Kirsti Tønnessen
2023-04-27 - 10:01:17 AM GMT- IP address: 217.173.255.196
-  Document e-signed by Kirsti Tønnessen (kirsti@westco.no)
Signature Date: 2023-04-27 - 10:01:19 AM GMT - Time Source: server- IP address: 217.173.255.196
-  Agreement completed.
2023-04-27 - 10:01:19 AM GMT