



Veidekke has zero tolerance for all forms of corruption and trading in influence.

ATTITUDES

- Corruption undermines competition on purely commercial terms and is contrary to our corporate values.
- Corruption is harmful to society and entirely inconsistent with healthy economic development.
- Giving, demanding or accepting an improper advantage in connection with a position, appointment or assignment for Veidekke (whether for oneself or on behalf of someone else) is unlawful and absolutely prohibited.

ACTIONS

- All Veidekke staff must comply with anti-corruption legislation in all their dealings with clients and sub-contractors/suppliers. Accordingly, no employee may offer or accept an improper advantage, or any advantage which could be suspected of being improper. A detailed description of different forms of corruption can be found in the supporting group documents.
- All commercial transactions entered into by Veidekke must be clearly specified in the group accounts and be compliant with international standards.
- Corruption is a serious criminal act, and often has far-reaching consequences, with penalties ranging from large fines to imprisonment of involved individuals. Corruption could also severely damage Veidekke's reputation. Veidekke therefore regards contravention of this policy as a serious violation of an employee's obligations, and disciplinary measures will therefore be taken if breaches occur. Such disciplinary measures may include dismissal and, potentially, also legal proceedings against involved parties.
- At Veidekke, all managers and executives have a responsibility to ensure that all employees are familiar with the content of the company's ethical guidelines, this policy and other related documents, and that employees follow the rules.

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