



Professionalism and honesty are key values for Veidekke, and require the company to act in accordance with laws and regulations at all times. This is in the best interests of both clients and Veidekke itself.

## ATTITUDES

- Neither Veidekke nor its employees or others acting on its behalf may contravene the laws and regulations in force at any given time.
- Veidekke's compliance risk shall be low.
- The Group CEO is responsible for ensuring that Veidekke's operations are run in compliance with relevant laws and other regulatory frameworks, including policy documents, instructions and guidelines adopted by the board.
- Compliance with laws and regulations is a management responsibility, with the Group CEO being in charge overall.

## ACTIONS

- Veidekke's compliance function and internal audit function must be kept separate from and independent of Veidekke's other operational areas. The Compliance Director and the internal audit function report to the Group CEO and the board.
- The compliance function must evaluate compliance risk and help the organisation to develop and implement an effective management and control system that reduces compliance risk.
- The internal audit function is mandated to promote and protect Veidekke's values by conducting risk-based audits. These will primarily be conducted on-site in the various operational areas.
- Sufficient resources must be provided at all times to ensure Veidekke's professional, efficient compliance with external and internal rules, as well as executive and board decisions.
- Veidekke must have an appropriate whistleblowing mechanism in place. The compliance function must ensure the establishment and operation of a satisfactory whistleblowing mechanism.
- At least once a year, the compliance function must prepare an overall report on Veidekke's compliance risk, covering topics such as how such risk is managed, any breaches and measures implemented to ensure future compliance. This report must be submitted to group management and the board.
- At least twice a year, the audit committee must be provided with a comprehensive overview of audits conducted within the group, as well as internal audits carried out by the group's internal audit function.

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