

Compliance

A crucial success factor for our companies is that each and every one of us acts in such a way that we are perceived as economically, socially and ethically responsible. This is the only way to ensure a lasting positive and acceptable financial and social development.

Servi Group has defined four areas of responsibility, including an anti-corruption policy.

Responsibility to customers and suppliers

Attracting and retaining customers through continuous development and by delivering products, services and solutions that meet our customers' expectations while maintaining the highest standard of business ethics at all levels.

Responsibility to employees

Showing respect for employees and their rights, offering safe and good working conditions with non-discriminatory terms and conditions, and enabling employees to continually develop their professional skills and expertise to ensure job satisfaction and opportunities for personal growth.

Responsibility to owners

Safeguarding our owners' investments and striving to increase returns.

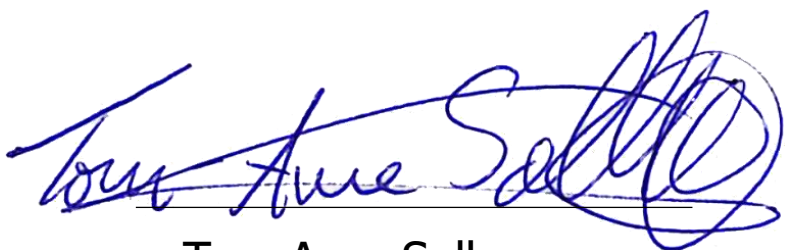
Responsibility to society

Managing our operations as a responsible member of society, complying with laws and regulations in the countries in which we operate, expressing our support and showing respect for the protection of internationally accepted human rights, while at the same time safeguarding the environment.

Anti-corruption policy

We have zero tolerance towards corruption and other illegal and unethical conduct in our business operations. We work actively to prevent corruption in any form in our business activities. Any questionable actions or situations will be investigated, and necessary actions will be taken.

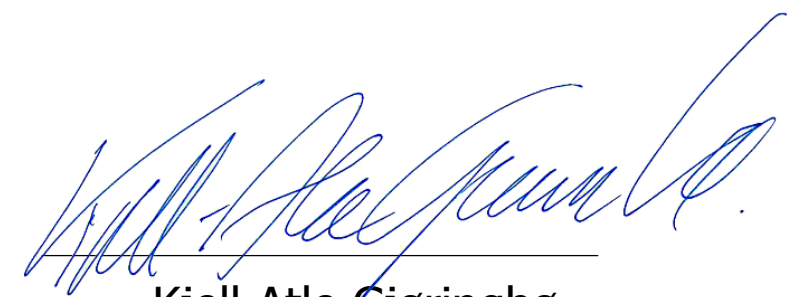
Servi Group Management, 31.08.2018



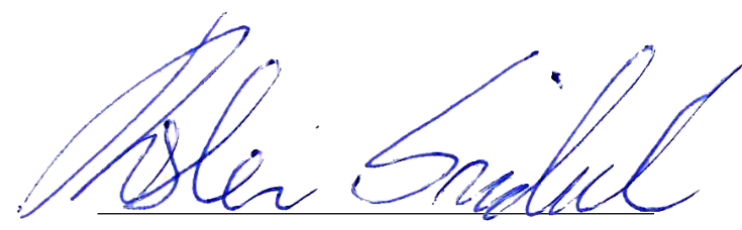
Tom-Arne Solhaug



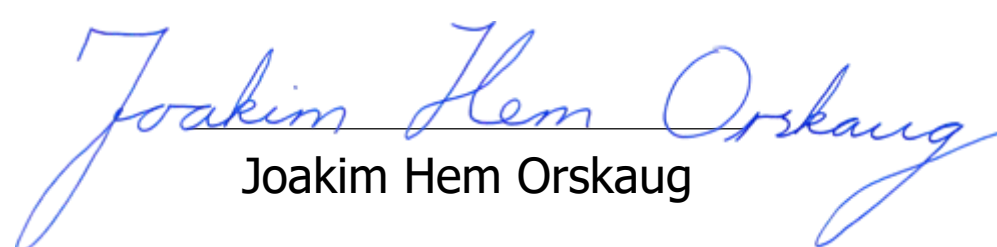
Lars Erik Holmen



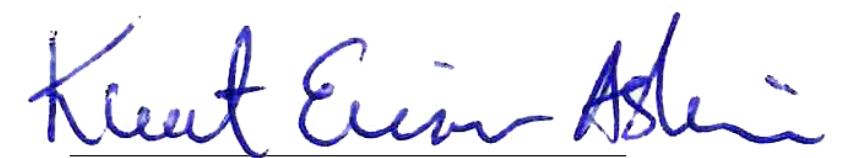
Kjell Atle Gjølringbø



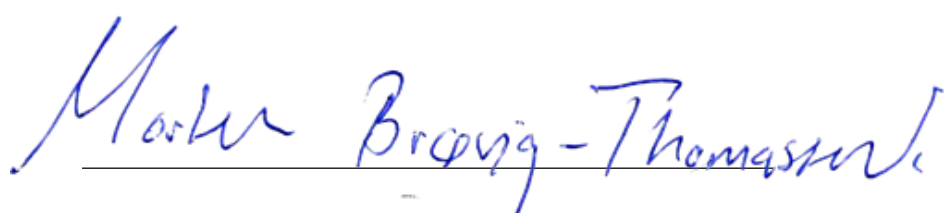
Jostein Svidal



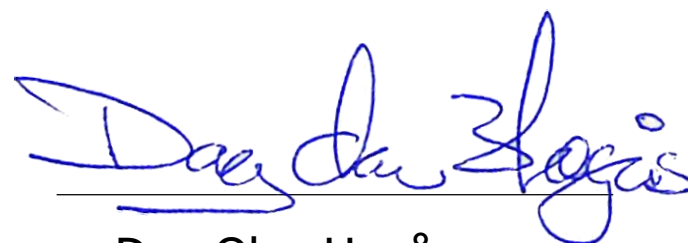
Joakim Hem Orskaug



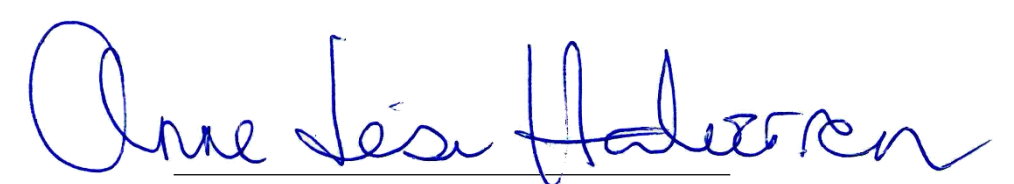
Knut Einar Askim



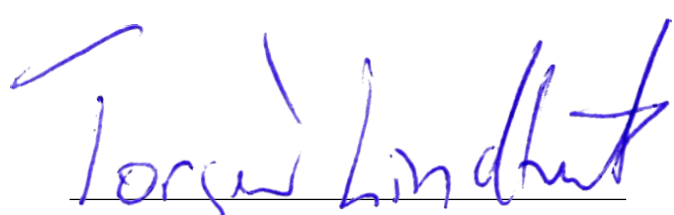
Morten Brøvig-Thomassen



Dag Olav Høgås



Anne Lise Halvorsen



Torgeir Lindtveit



Nils Harald Flaa

Our ethical guidelines are based on the UN Global Compact Principles, OECD's guidelines for multinational corporations, and the applicable conventions and recommendations of the International Labour Organisation (ILO).