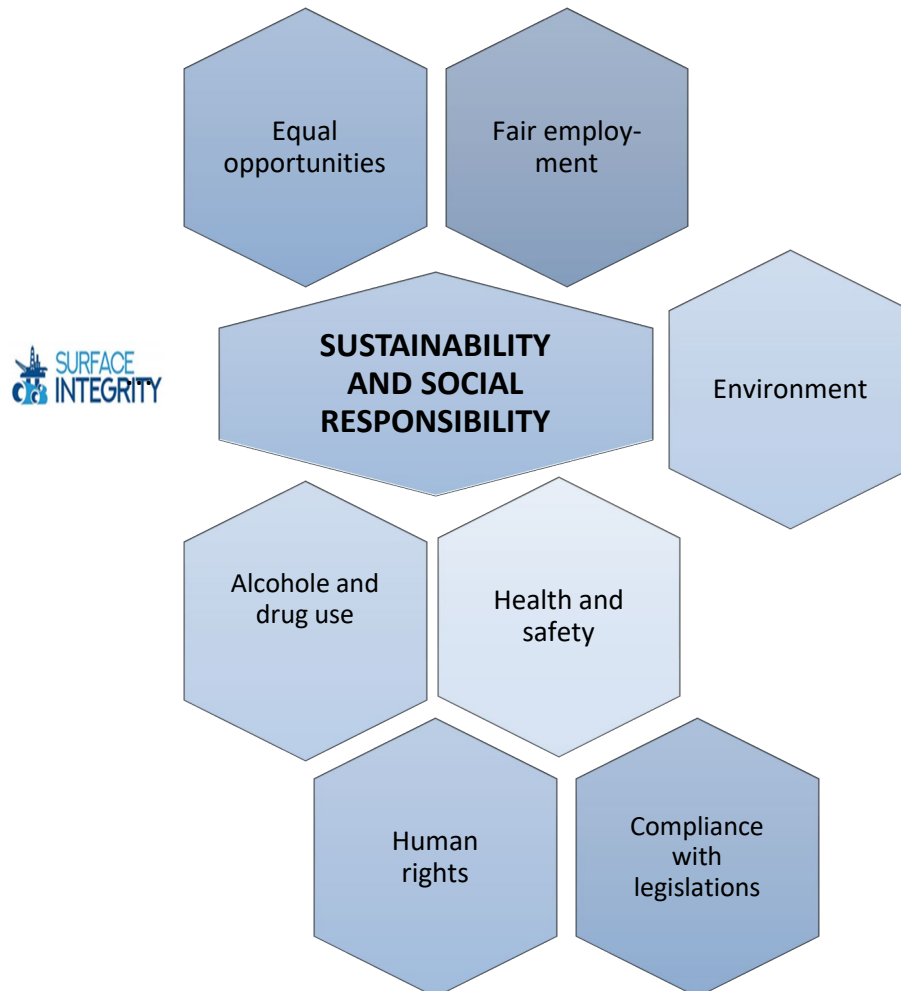

		SUSTAINABILITY AND SOCIAL RESPONSIBILITIES		
Date	Document ID	Version	Last modified by QA specialist	Approved by Rune Folkestad
<i>9 November 2018</i>	<i>QHSE 001</i>	<i>A</i>	<i>QHSE</i>	<i>Managing Director</i>

Surface Integrity was established in 2018 and is based on more than 30 years of experience within painting and surface treatment. Our company aims to deliver the right solution with high focus on cost, HSE, efficient application, prolonged durability, reduced maintenance cost and improved asset integrity.

The purpose of the document is to establish internal guideline to take responsibility for the social and environmental impacts of our business operations.



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Equal Opportunities

Surface Integrity recognises that it is essential to provide equal opportunities to all persons without discrimination. We will act fairly and prevent discrimination on the grounds of sex, race, marital status, disability, age, sexual orientation or religion.

Fair Employment

Surface Integrity offers all employees salary and working conditions in accordance with Norwegian welfare standards, cf. ILO Convention No. 94 and complies with ILO Convention 138/182 relating to counteracting child labour. We will also help our subcontractors and suppliers to our customers where we participate in the procurement process comply with the ILO conventions mentioned.

Environment

Surface Integrity promote sustainability and environmental awareness at all levels of the organisation. As an agent, we shall provide more environmental friendly chemicals with increased durability. We will prevent pollution and reduce consumption of resources.

Health and Safety


Surface Integrity has a health and safety policy, and takes active measures to prevent occupational risks and to strengthen safety. As a paint and surface treatment provider, we will deliver products and services in conditions that minimize the risks to the health and safety.

Alcohol and drug use

Surface Integrity prohibits the illegal use or consumption of controlled substances, other than medically prescribed drugs, while on company premises. We must abide by applicable laws and regulations relative to the use of alcohol or other controlled substances.

Compliance with Legislations

Surface Integrity shall comply with all applicable laws and regulations and conduct our business with integrity, respecting cultures, dignity and rights of individuals everywhere we conduct our business.

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Human rights

Surface Integrity shall support and respect and commit to the principles set out in the international recognized social and ethical standards for protection of human rights.