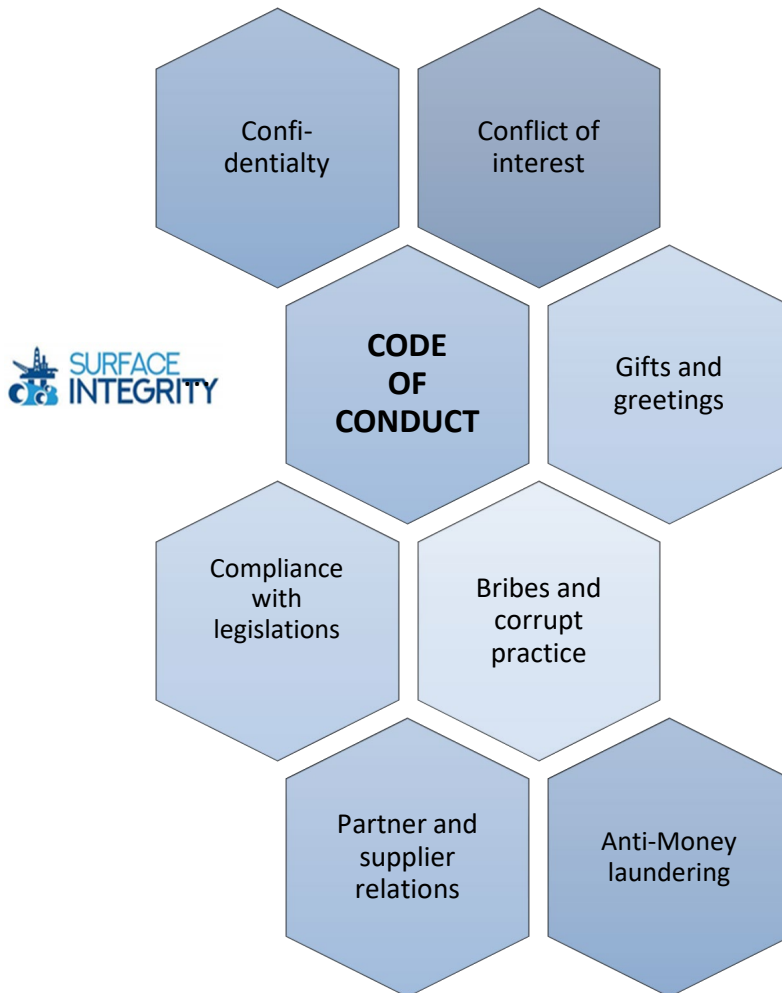

		CODE OF CONDUCT		
Date	Document ID	Version	Last modified by QA specialist	Approved by Rune Folkestad
9 November 2018	QHSE 001	A	QHSE	Managing Director

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 code of conduct is to establish internal guideline and an external statement of Surface Integrity values and commitments.



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Confidentiality

During the employment and after the termination of the employment, confidential information shall not be shared to any person outside Surface Integrity normal working environment. The employee is obliged not to use or distribute confidential business information that he or she has become aware of through the employment in Surface Integrity.

Conflicts of Interest

Surface Integrity requires all employees to show loyalty to the company and to refrain from any actions or interests that may impede their ability to perform their work objectively and effectively. Conflicts of interest should be avoided. If a conflict of interest arises, the employee in question is responsible for assessing the situation and, if necessary, notifying management. This applies to all conflicts of interest that may involve customers, suppliers, current or future employees, competitors or other connections.

Bribes and Corrupt Practice


Surface Integrity's business will be carried out in strict compliance with all applicable laws and the highest ethical standards. Employees will ensure that the Surface Integrity deals in all fairness with its customers, suppliers and competitors, and in particular complies with competition rules. In this respect, Surface Integrity prohibits any practices, which have as their object or effect the prevention, restriction or distortion of competition.

Gifts and Greetings

Surface Integrity will not receive gifts from customers or suppliers, or anyone related to these. Social events, meals or entertainment can be offered if there is a business aspect involved and the cost is kept at a modest level.

Compliance with Legislations

Surface Integrity will seek to comply with all international, national, and local legislation affecting its operations. We will strive to follow the best practice in corporate governance and meet its tax obligations.

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Partner and Supplier Relations

Surface Integrity relationship with suppliers must be based on lawful and fair practices. Before, during and after award, Surface Integrity will ensure that suppliers are treated fairly and have equal access to the same information throughout the procurement process.

Anti-Money Laundering

Surface Integrity is committed to meeting its responsibilities to help prevent money laundering and terrorist financing. We conduct business only with customers with legitimate business activities.