

---

## Equal Opportunities Policy

Document No.: CON-001-MGM-PH-008

Document Owner: HSEQ Manager

---

The signatures below certify that this document has been reviewed and accepted, and demonstrates that the signatories are aware of all the requirements contained herein and are committed to ensuring their provision

|             | Signature                                                                                                                                                                 | Position              |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| Prepared by | Øystein Eliassen<br><br><small>Øystein Eliassen (Aug 26, 2026 15:57:12 GMT+2)</small> | HSEQ Manager          |
| Reviewed by | Geir Lunde<br>                                                                         | Managing Director     |
| Approved by | Torstein Sanness<br><br><small>Torstein Sanness (Aug 27, 2026 10:58:37 GMT+2)</small> | Chairman of the Board |

---

### COMPANY PROPRIETARY INFORMATION

This document is an uncontrolled copy of a controlled document held by the Concedo AS Management System. Prior to use, ensure this document is the most recent revision by checking the Master Document List. To request changes, submit a Document Change Request to the Document Control Representative.

|                                                                                   |                            |                    |            |
|-----------------------------------------------------------------------------------|----------------------------|--------------------|------------|
| Concedo Management System Document                                                |                            | CON-001-MGM-PH-008 |            |
|  | EQUAL OPPORTUNITIES POLICY | Date:              | 01.09.2026 |
|                                                                                   |                            | Rev.:              | 01         |

## Revision History

| Rev | Date       | Reason for Issue | Prepared         | Checked    | Approved         |
|-----|------------|------------------|------------------|------------|------------------|
| 01  | 01.09.2026 | First issue      | Øystein Eliassen | Geir Lunde | Torstein Sanness |
|     |            |                  |                  |            |                  |
|     |            |                  |                  |            |                  |

## Revision Control

| Revision: | Paragraph /Section | Change Description |
|-----------|--------------------|--------------------|
|           |                    |                    |
|           |                    |                    |
|           |                    |                    |
|           |                    |                    |

This sheet must be completed in detail, at each revision once this document has been approved. Details must include revision number, description and indication of which pages and paragraphs have been revised, date of revision approval and approval indication.

|                                                                                   |                            |                    |            |
|-----------------------------------------------------------------------------------|----------------------------|--------------------|------------|
| Concedo Management System Document                                                |                            | CON-001-MGM-PH-008 |            |
|  | EQUAL OPPORTUNITIES POLICY | Date:              | 01.09.2026 |
|                                                                                   |                            | Rev.:              | 01         |

Content

|     |                                                       |   |
|-----|-------------------------------------------------------|---|
| 1   | Introduction and Purpose.....                         | 4 |
| 2   | Application and Scope .....                           | 4 |
| 3   | Roles and Responsibilities.....                       | 4 |
| 4   | Acronyms, Abbreviations and Definitions .....         | 5 |
| 5   | Statutory Requirements .....                          | 5 |
| 6   | Standards, Guidelines and Recommended Practises ..... | 5 |
| 7   | Deviation from this Document.....                     | 5 |
| 8   | Policy Statement .....                                | 6 |
| 9   | Key Principles .....                                  | 6 |
| 9.1 | Protected Characteristics.....                        | 6 |
| 9.2 | Commitment and Responsibilities .....                 | 6 |
| 9.3 | Recruitment and Selection.....                        | 6 |
| 9.4 | Working Conditions and Development .....              | 6 |
| 9.5 | Reporting and Complaints .....                        | 6 |
| 9.6 | Consequences of Breach.....                           | 6 |
| 9.7 | Monitoring and Review .....                           | 6 |

|                                                                                   |                            |                    |            |
|-----------------------------------------------------------------------------------|----------------------------|--------------------|------------|
| Concedo Management System Document                                                |                            | CON-001-MGM-PH-008 |            |
|  | EQUAL OPPORTUNITIES POLICY | Date:              | 01.09.2026 |
|                                                                                   |                            | Rev.:              | 01         |

## 1 Introduction and Purpose

The purpose of this Equal Opportunities Policy is to promote a fair, inclusive, respectful, and non-discriminatory working environment where all employees and job applicants are treated equally and with dignity.

The Company is committed to providing equal opportunities in recruitment, employment, training, compensation, promotion, and career development, regardless of gender, age, ethnicity, nationality, religion, disability, sexual orientation, gender identity, or any other protected characteristic.

This policy supports compliance with applicable laws and regulations and reflects the Company's commitment to diversity, inclusion, mutual respect, and ethical business conduct.

## 2 Application and Scope

This policy applies to

- Members of the Board of Directors
- Managers and executive leadership
- All employees (permanent and temporary)
- Consultants, contractors, and subcontractors
- Suppliers and business partners acting on behalf of Concedo AS
- Other stakeholders interacting with the Company

## 3 Roles and Responsibilities

| Role                                       | Responsibility                                                                            |
|--------------------------------------------|-------------------------------------------------------------------------------------------|
| Board of Directors                         | Ultimate responsibility for the Policy                                                    |
| Managing Director and Executive Management | Ensure leadership and support                                                             |
| HSEQ Manager                               | Acts as Chief Compliance Officer, maintain and monitor Policy implementation and training |
| Managers                                   | Model behaviour, provide training, and support open dialogue                              |
| All Employees                              | Read, understand, and always comply with the Policy                                       |

### COMPANY PROPRIETARY INFORMATION

This document is an uncontrolled copy of a controlled document held by the Concedo AS Management System. Prior to use, ensure this document is the most recent revision by checking the Master Document List. To request changes, submit a Document Change Request to the Document Control Representative.

|                                    |                            |                    |            |
|------------------------------------|----------------------------|--------------------|------------|
| Concedo Management System Document |                            | CON-001-MGM-PH-008 |            |
| concedo                            | EQUAL OPPORTUNITIES POLICY | Date:              | 01.09.2026 |
|                                    |                            | Rev.:              | 01         |

## 4 Acronyms, Abbreviations and Definitions

| Acronym/<br>Abbreviation | Term / Word                       | Definitions |
|--------------------------|-----------------------------------|-------------|
| ILO                      | International Labour Organization |             |

## 5 Statutory Requirements

All statutory requirements relevant to the activities outlined in this Policy will prevail and take precedence in case of conflicts between statements in documents referred to in this document.

This Equal Opportunities Policy is based on and aligned with applicable Norwegian legislation, including the [Working Environment Act](#) and the [Equality and Anti-Discrimination Act](#), as well as relevant international principles and conventions relating to equality, diversity, non-discrimination, and fair treatment in the workplace.

## 6 Standards, Guidelines and Recommended Practises

The Company supports the principles of equal opportunity and non-discrimination reflected in applicable International Labour Organization (ILO) conventions and internationally recognized human rights standards.

## 7 Deviation from this Document

Exemption from requirements in this document is only acceptable after approval of an exemption application, which must be handled in Concedo's quality system; see:

- CON-001-HSE-QA-003 Report and Handle Nonconformities, Incidents and Improvement Proposals

The process for an exemption classified as 'minor' is quite simple, but an exemption classified as 'major' trigger a Management of Change (MoC) process which requires more analyses and more documentation. 'Minor' change in this context means that the likelihood and impact both have a value of 2 or less.

A deviation from a requirement in this document (i.e. identified after the activity has been performed) is classified as a non-conformity and must be handled accordingly; see the same process.

|                                                                                   |                            |                    |            |
|-----------------------------------------------------------------------------------|----------------------------|--------------------|------------|
| Concedo Management System Document                                                |                            | CON-001-MGM-PH-008 |            |
|  | EQUAL OPPORTUNITIES POLICY | Date:              | 01.09.2026 |
|                                                                                   |                            | Rev.:              | 01         |

## 8 Policy Statement

This company is committed to treating all its employees and job applicants with equality, fairness, and respect, ensuring a workplace free from discrimination.

## 9 Key Principles

### 9.1 Protected Characteristics

Equal opportunities apply regardless of gender, age, disability, ethnicity, religion or belief, sexual orientation, pregnancy, parental status, or any other protected characteristic.

### 9.2 Commitment and Responsibilities

Management is responsible for implementing and monitoring the policy.

All staff are required to uphold the principles of equal opportunities and prevent discrimination.

The company will allocate appropriate resources and training to ensure policy compliance.

### 9.3 Recruitment and Selection

All recruitment, selection, and promotion decisions are made on merit, based on objective criteria and job-related requirements, without bias.

### 9.4 Working Conditions and Development

The company ensures fair working conditions and access to training, development, and career advancement for all staff.

### 9.5 Reporting and Complaints

Any employee who believes they have been discriminated against may report the incident through the company's grievance procedure. All complaints will be taken seriously and investigated confidentially and impartially.

### 9.6 Consequences of Breach

Breaches of this policy, including discrimination or harassment, may result in disciplinary action, up to and including dismissal.

### 9.7 Monitoring and Review

This Policy shall be reviewed regularly and updated as necessary to ensure continued suitability and effectiveness. Updates will be communicated to all staff.

# CON-001-MGM-PH-008 Equal Opportunities Policy

Final Audit Report

2026-08-27

|                 |                                               |
|-----------------|-----------------------------------------------|
| Created:        | 2026-08-26                                    |
| By:             | Øystein Eliassen (oystein.eliasen@concedo.no) |
| Status:         | Signed                                        |
| Transaction ID: | CBJCHBCAABAAk8uNWd_EFVcl_x4Nn7_aOpRmdJnIJ1le  |

## "CON-001-MGM-PH-008 Equal Opportunities Policy" History

-  Document created by Øystein Eliassen (oystein.eliasen@concedo.no)  
2026-08-26 - 1:54:19 PM GMT
-  Document e-signed by Øystein Eliassen (oystein.eliasen@concedo.no)  
Signature Date: 2026-08-26 - 1:57:12 PM GMT - Time Source: server - Signature Appearance Selected: TYPE
-  Document emailed to Geir Lunde (geir.lunde@concedo.no) for signature  
2026-08-26 - 1:57:13 PM GMT
-  Email viewed by Geir Lunde (geir.lunde@concedo.no)  
2026-08-26 - 2:20:23 PM GMT
-  Document e-signed by Geir Lunde (geir.lunde@concedo.no)  
Signature Date: 2026-08-26 - 8:36:11 PM GMT - Time Source: server - Signature Appearance Selected: MOBILE\_IMAGE
-  Document emailed to sanness@sf-nett.no for signature  
2026-08-26 - 8:36:13 PM GMT
-  Email viewed by sanness@sf-nett.no  
2026-08-27 - 8:57:42 AM GMT
-  Signer sanness@sf-nett.no entered name at signing as Torstein Sanness  
2026-08-27 - 8:58:35 AM GMT
-  Document e-signed by Torstein Sanness (sanness@sf-nett.no)  
Signature Date: 2026-08-27 - 8:58:37 AM GMT - Time Source: server - Signature Appearance Selected: TYPE
-  Agreement completed.  
2026-08-27 - 8:58:37 AM GMT