
Corporate Social Responsibility Policy

Document No.: CON-001-MGM-PH-010

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

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Concedo Management System Document		CON-001-MGM-PH-010	
	CORPORATE SOCIAL RESPONSIBILITY POLICY		Date: 01.09.2026
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Revision History

Rev	Date	Reason for Issue	Prepared	Checked	Approved
01	01.09.2026	First issue The previous HSEQ and CSR Policy has been split into two	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.

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1 Introduction and Purpose

The purpose of this Corporate Social Responsibility (CSR) Policy is to define the Concedo AS's commitment to conducting business responsibly, ethically, and sustainably, while creating long-term value for employees, business partners, shareholders, local communities, and society as a whole.

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

The Company expects all parties working with or on behalf of the Company to support the principles outlined in this Policy.

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

4 Acronyms, Abbreviations and Definitions

Acronym/Abbreviation	Term / Word	Definitions
CSR	Corporate Social Responsibility	
HSEQ	Health, Safety, Environment, Quality	
ISO	International Organization for Standardization	

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Acronym/Abbreviation	Term / Word	Definitions
OECD	Organisation for Economic Co-operation and Development	
UN	United Nations	

5 Statutory Requirements

Concedo AS shall comply with all applicable legal, regulatory and contractual CSR requirements in the jurisdictions where it operates.

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

This Policy is guided by applicable Norwegian legislation for responsible business conduct, including the [Norwegian Transparency Act](#), the [Norwegian Working Environment Act](#).

6 Standards, Guidelines and Recommended Practises

This Policy is also guided by applicable internationally recognised principles for responsible business conduct, including the [UN Global Compact](#), the [UN Guiding Principles on Business and Human Rights](#), the [OECD Guidelines for Multinational Enterprises on Responsible Business Conduct](#) and the principles of [ISO 26000 Social Responsibility](#).

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.

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8 Policy Statement

Concedo AS is committed to:

- Conducting business in an ethical, transparent, and responsible manner.
- Respecting internationally recognized human rights and labour standards.
- Providing a safe, healthy, and inclusive working environment.
- Minimising environmental impact and promoting sustainable business practices.
- Supporting local communities and contributing positively to society.
- Maintaining high standards of integrity and business ethics in all operations and relationships.

9 Key Principles

9.1 Business Ethics and Integrity

The Company shall:

- Conduct business in compliance with applicable laws and regulations.
- Maintain a zero-tolerance approach to bribery, corruption, fraud, and unethical conduct.
- Promote transparency, accountability, and fair competition.

9.2 Human Rights and Labour Standards

The Company supports internationally recognised human rights and labour principles and shall:

- Respect the dignity and rights of all individuals.
- Prohibit discrimination, harassment, forced labour, child labour, and human trafficking.
- Promote equal opportunities and fair treatment.

9.3 Health, Safety and Well-being

The Company shall:

- Provide and maintain a safe and healthy workplace.
- Promote employee well-being and work-life balance.
- Encourage reporting of safety concerns and incidents.

9.4 Environmental Responsibility

The Company seeks to:

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- Reduce waste, emissions, and unnecessary resource consumption.
- Promote efficient use of energy and materials.
- Consider environmental impacts in business decisions and procurement activities.

9.5 Community Engagement

The Company aims to:

- Maintain constructive relationships with local communities and stakeholders.
- Support initiatives that contribute positively to society where appropriate.
- Operate in a manner that respects local values and expectations.

9.6 Responsible Supply Chain

The Company expects suppliers and contractors to:

- Comply with applicable laws and regulations.
- Operate ethically and responsibly.
- Respect human rights and maintain acceptable labour practices.
- Consider environmental and sustainability impacts in their operations.

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.

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Final Audit Report

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