



# Code of Conduct

COURAGE • ENGAGEMENT • SURPRISING • DOWN-TO-EARTH



GreenCap  
SOLUTIONS

*A brighter future*

## Setting the tone from the top - a letter from our CEO

We at GreenCap are working to solve two of the world's most pressing sustainability challenges: rising greenhouse gas emissions and resource scarcity. To be a driving force for good is an engaging purpose.

However, it does not only matter what we do, but also how we do it. We must always act with integrity and uphold the highest possible ethical standard in everything we do.

Sustainability is at the heart of our company. GreenCap was established based on the fact that the world needs to change its path, and all production must be undertaken in a sustainable manner if we are going to be able to preserve our planet as we know it.

Our products and solutions must be resource and energy efficient, with a minimal environmental footprint. We must conduct business with respect for human rights and labour rights, we must be mindful of business ethics and oppose corruption in all its forms, and we must comply with applicable laws and regulations.

Stakeholders' expectations regarding responsible business conduct are constantly evolving. Although the principles in this code of conduct and our values stay the same over time, we will update the Code of Conduct as needed to ensure that we stay ahead of the development in this area, and of our stakeholders' expectations.

This Code of Conduct is based on our values: courage, engagement, surprising and down-to-earth

The principles, standards and requirements described in the Code of Conduct reflect what we consider responsible business conduct. The Code of Conduct provides guidance to help us all make sound and ethical judgements and decisions, while working for GreenCap Solutions.

As part of BR Industrier, we benefit from more than 30 years of industrial history. We are proud of this legacy and we aim to extend it by working hard to make the impossible possible and fostering a corporate culture that makes GreenCap Solutions a great place to work, so that we have our rightful place in the industry stories that are told in the future.



We are down to earth and we build our business at a steady pace. From the very beginning of the GreenCap story in 2016, it has been our goal to make a positive contribution to the societies where we operate, and to be problem-solvers.

We wish to create a workplace where everyone feels safe to speak their mind and are provided the opportunity to use their full skills and capabilities. Our people are the most valuable resources for our company. We will undertake our business with great respect for the individual and for human rights. We view diversity as a strength. Diversity challenges us and helps new ideas flourish. But we also need a common core, which is where our values and principles come in. We seek openness and transparency, and appreciate feedback - both positive and negative. We hope you will speak up if you see any of the principles in this Code of Conduct being violated.

Please familiarise yourself with the Code of Conduct, and use it to seek guidance in matters of business ethics and integrity. And remember: if you are ever in doubt about what the right thing to do is, or feel that your integrity is being challenged, stop, think, and reach out to your manager for guidance on the matter at hand. We must never compromise on matters of integrity. Ethical conduct and safe business operations shall always be our first priority.

Best regards,  
Sign. Bjørn Rygg  
CEO of GreenCap Solutions

# Code of Conduct for GreenCap Solutions

**GreenCap Solutions aims to uphold the highest ethical standards and make sure that all who work for us are committed to ethical business practices. The Code of Conduct outlines the overarching ethical principles and behavior expected from all who work for GreenCap Solutions, including permanent and temporary employees, consultants and suppliers. The Code also applies to all contractors, sub-contractors, suppliers and sub-suppliers. It includes all GreenCap Solutions units and locations. We encourage all our business and project partners to adhere to these guidelines when working together with GreenCap Solutions.**

We are committed to doing business with integrity and in accordance with high ethical standards.

1. GreenCap Solutions supports and respects the protection of internationally proclaimed human rights and the UN Declaration of Human Rights and we acknowledge our responsibility to comply with the requirements thereby imposed on our operations. The company shall take the necessary steps to ensure that we are not complicit in human rights abuses in our business activities nor as part of our supply chain.
2. Workers' rights and providing a good working environment for all is of importance to GreenCap Solutions. We will uphold the freedom of association and the effective recognition of collective bargaining rights for all who work for GreenCap Solutions.
3. GreenCap Solutions opposes all forms of forced and compulsory labour and shall take the necessary steps to prevent the use of forced labour or slave labour in our supply chain.
4. GreenCap Solutions supports the abolition of child labour as defined under the ILO Convention and will take steps to verify the age of younger workers. If a young person is employed, their work shall be performed in line with the Norwegian Working Environment Act requirements for workers under the age of 18.
5. GreenCap Solutions opposes all forms of discrimination and shall provide a working environment free of discrimination, harassment and bullying. All GreenCap employees shall act with integrity and contribute to creating a working environment free of discrimination based on religion, skin color, gender, sexual orientation, age, nationality, ethnicity or disability.
6. GreenCap Solutions takes a precautionary approach to our impact on the natural environment and shall seek to minimize negative impact on our surroundings. We shall undertake the necessary measures to promote environmental responsibility as well as apply and contribute to developing environmentally-friendly technologies.
7. GreenCap Solutions has zero tolerance for corruption and bribery in all its forms. We will actively work against corruption, extortion and bribery. The company will provide training and guidelines for gifts and hospitality.
8. Any breach or suspected breach of this Code of Conduct should be reported according to the GreenCap Solutions Whistleblowing Procedure available at the Company's intranet. Anonymous whistleblowing can be done through the GreenCap Solutions Whistleblowing channel: <https://thommessen.neotalogic.com/a/greencap-solutions-ekstern-varslingskanal>



# OUR VALUES

## **COURAGE**

because we will do  
groundbreaking  
work

## **DOWN-TO- EARTH**

because we know our  
roots and believe in  
humble people

## **SURPRISING**

because we want  
to inspire new  
thoughts and ideas

## **ENGAGEMENT**

because our heart  
beats faster when we  
are enthusiastic about  
what we do

