

Corporate Social Responsibility (CSR) policy Code of Conduct

Jacobsen Elektro AS is a Norwegian based supplier of power generation and transmission solutions. In our approach to the market we are dedicated to respect and adhere to local legislations, global ethical standards, and to minimize the negative impact on the environment. Where we operate we will do our best to satisfy the needs of all our stakeholders.

Working internationally, we base our own standards on internationally well accepted regulations and standards.

Goal

Our projects and solutions are targeted to improve infrastructure efficiency, generation and supply of electricity to contribute to a sustainable development of the society in where we operate.

Our ethical guidelines are based on UN Global Compact, and for Jacobsen Elektro this means that we are respecting the 10 principles, and we are expecting our customers, agents, consultants and suppliers to do the same:

Human Rights:

[Principle 1](#): Businesses should support and respect the protection of internationally proclaimed human rights; and

[Principle 2](#): make sure that they are not complicit in human rights abuses.

Jacobsen elektro respects and supports the principles, and will in contact with our business partners contribute to protection of human rights. Our employees shall in contact with customers, suppliers and the society act politely and with high business ethics.

Labour Standards

[Principle 3](#): Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

[Principle 4](#): the elimination of all forms of forced and compulsory labour;

[Principle 5](#): the effective abolition of child labour; and

[Principle 6](#): the elimination of discrimination in respect of employment and occupation.

We are striving to create working environment according to these principles both for our regular and project employees. We have developed HSE standards for our own facilities, as well as for the projects that we perform. We expect and require our suppliers and sub contractors to follow the same principles.

Environment

[Principle 7](#): Businesses should support a precautionary approach to environmental challenges;

[Principle 8](#): undertake initiatives to promote greater environmental responsibility; and

[Principle 9](#): encourage the development and diffusion of environmentally friendly technologies.

We are aware that some part of our projects can contain environmental challenges with a possible negative effect on the environment. We are therefore conscious in helping the customer in selecting solutions that will reduce the negative impact, and we will participate in, and conduct EIA studies including action plans when necessary to find and implement optimal solutions to protect the environment.

Anti-Corruption


[Principle 10](#): Businesses should work against corruption in all its forms, including extortion and bribery.

Jacobsen elektro has an internal policy against corruption according to this principle valid for all employees. It also implies that all employees shall report reprehensible cases to the management, or the chairman of the board if required. All agents or consultants representing Jacobsen elektro has to sign clause against corruption. We also require that our suppliers are working according to the same international standards.

Implementation

Our CSR policy and internal standards are guidelines for our employees and partners to secure that we perform accordingly. It is the management's responsibility to ensure that this policy is adhered to, and it is the responsibility of each department head to ensure that all employees are familiar with this Policy, and that it is followed. Our partners and suppliers are made familiar with this policy or part of it through contact with our employees, and written agreements and documentation.

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Geir Gjerdsdal
Managing Director



Johan Svendsen
Chairman of the Board