



Code of Conduct – Our Community

Human Rights

Background	Our standard	Our conduct
<p>Human beings are entitled to be treated with respect, care and dignity. Zalaris' business practices are not sustainable unless we base relationships on basic human rights with and between employees and appreciate diversity, cultural and other differences.</p>	<p>Zalaris supports and respects internationally proclaimed human rights including the UN Declaration and conventions on human rights.”</p>	<p>You shall respect the personal dignity, privacy and rights of each individual you interact with during the course of work and shall not in any way cause or contribute to the violation or circumvention of human rights. If you become aware of any situation in breach with Zalaris standards, you shall notify your leader.</p>

Working Conditions

Background	Our standard	Our conduct
<p>Zalaris is committed to creating working conditions which foster fair employment practices and where ethical conduct is recognized and valued.</p>	<p>Zalaris shall be a professional workplace with an inclusive working environment, and shall respect the International Labor Organization's fundamental conventions. Zalaris recognizes and respects the right to freedom of association and the right to collective bargaining within national laws and regulations. Zalaris shall not employ or contract child labor or any form of forced or compulsory labor, as defined by ILO fundamental conventions. Zalaris is opposed to discriminatory practices and shall do its utmost to promote equality in all employment practices.</p>	<p>You shall act with integrity and treat your colleagues and others that you meet through your work with respect. No direct or indirect negative discrimination shall take place based on race, color, gender, sexual orientation, age, disability, language, religion, employee representation, political or other opinions, national or social origin, property, birth or other status. We do not tolerate degrading treatments towards any employee, such as mental or sexual harassment or discriminatory gestures, language or physical contact that is sexual, coercive, threatening, abusive or exploitative.</p>

Health, Safety and Employee Security

Background	Our standard	Our conduct
<p>Zalaris is committed to protect the health and safety for our employees.</p>	<p>Zalaris shall promote good health and safe working environment in compliance with internationally recognized standards. Hazards shall be identified, mitigated and monitored to prevent accidents and occupational diseases.</p>	<p>We shall do our utmost to identify occupational risks, establish controls and monitor performance. Our performance will be reported in a transparent and accurate manner. It is the responsibility of all of us to adhere to the prescribed safety rules and to act by example as well as to raise any concerns which may represent a potential threat to health and safety.</p>



Thank you!

Zalaris ASA

+47 4000 3300 www.zalaris.com

