



Code of Conduct Handling infringements



Simplify work life. Achieve more.



Reporting

Should you become aware of an infringement of laws, regulations or the Zalaris Code of Conduct framework, you shall raise this issue with your leader. If this is not possible or appropriate you shall raise the issue or report the infringement directly to the Zalaris CEO or the Zalaris Chairman of the board. Failure to do so is itself a breach of this Code. Incidents may be reported and handled confidentially if desired. Zalaris does not allow reprisals of any kind against those who, in good faith, report an infringement or suspicion of an infringement of the rules or guidelines. Zalaris ASA PO Box 1053 Hoff, 0218 Oslo, Norway E-mail: compliance@zalaris.com

Sanctions

Those who infringe laws, regulations or the Zalaris Way framework must be prepared to face the consequences that reflect the infringement's type and scope. Serious breaches may lead to termination of the employment.

Misconduct that may result in disciplinary action includes (but is not limited to):

- Violate or request others to violate, laws and regulations, this Code or governing documents
- Failure to promptly raise a known or suspected violation
- Failure to cooperate in Zalaris investigations of possible violations
- Retaliation against any employee for reporting integrity concerns in good faith

The Board of Directors shall take all action it considers appropriate to investigate any violations. If a violation has occurred, Zalaris will take such disciplinary or preventive actions, as it deems appropriate.



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We simplify HR and payroll administration, empower you with useful information so that you can invest more in people

Thank you!



Hans-Petter Mellerud, CEO & Founder