



Anti-corruption program and policies

Teta Vannrensing AS (TV), guidelines and programs against corruption shall be made available on TV's website www.tetavannrensing.no.

TV's policies and programs apply to all employees and participants in TV's Board of Directors. These persons shall never offer or receive any illegal or unlawful gift or other remuneration to obtain business or private benefits for their own part or for the benefit of customers, agents or suppliers.

All forms of bribery are unacceptable, such as the use of alternative channels to secure illegitimate private or work-related benefits to customers, agents, contractors, suppliers or their employees as well as public servants.

TV's corruption guidelines are also described in the documents "Sustainable Business Practices Policy" and "Supplier Guidelines". These are made available on TV's website www.tetavannrensing.no.

All employees shall be made aware of our guidelines and documents dealing with corruption. In addition, all employees who could potentially be directly or indirectly affected by corruption should undergo relevant training on the topic.

TV shall practice due diligence in line with the OECD's guidance for responsible business conduct in order to deal with potential corruption that can be linked to TV's activities. See also the OECD Guidance for Responsible Business <https://www.oecd.org/investment/ue-diligence-guidance-for-responsible-business-conduct.htm>

The management shall, when relevant and at least annually, report to the Board of Directors on the status of the work for responsible business, which shall also deal with corruption and anti-corruption.

07.05.2020

Stine Bendigtsen

CEO - Teta Vannrensing AS