



Åpenhetsloven Compliance Policy

Company: RAM SVEIS OG BEMANNING AS

1. Purpose

The purpose of this policy is to establish the commitment of RAM SVEIS OG BEMANNING AS to comply with the **Åpenhetsloven** (Transparency Act), which focuses on promoting transparency and accountability regarding human rights and decent working conditions within the company's operations and supply chains.

2. Scope

This policy applies to all employees, contractors, suppliers, and business partners of RAM SVEIS OG BEMANNING AS, regardless of their location or role within the organization. It encompasses all aspects of the company's business activities, including but not limited to, sourcing, procurement, operations, and partnerships.

3. Commitment to Åpenhetsloven Compliance

RAM SVEIS OG BEMANNING AS is committed to ensuring that its business practices are conducted in a manner that respects fundamental human rights and promotes decent working conditions, as mandated by the **Åpenhetsloven**. The company aims to be fully transparent in its operations and to uphold ethical standards throughout its supply chain.

4. Key Principles and Practices

To comply with the **Åpenhetsloven**, RAM SVEIS OG BEMANNING AS will adhere to the following principles and practices:

4.1 Due Diligence Processes

- **Risk Assessments:** The company conducts regular risk assessments to identify, prevent, and mitigate potential adverse impacts on human rights and working conditions within its operations and supply chain.
- **Supplier Evaluation:** All suppliers and business partners are evaluated based on their commitment to human rights and decent working conditions. The company requires suppliers to adhere to the same standards set forth by the **Åpenhetsloven**.



4.2 Transparency and Reporting

- **Public Disclosure:** RAM SVEIS OG BEMANNING AS commits to providing public access to information regarding its efforts to address human rights and decent working conditions.
- **Annual Reporting:** The company publishes an annual report detailing its activities, risk assessments, and actions taken to prevent human rights abuses and ensure decent working conditions, in compliance with the Åpenhetsloven.

4.3 Supplier Requirements

- **Contractual Obligations:** All contracts with suppliers and business partners will include clauses that require compliance with the Åpenhetsloven and adherence to ethical standards.
- **Regular Audits:** The company conducts regular audits of its suppliers to ensure ongoing compliance with the Åpenhetsloven.

4.4 Training and Awareness

- **Employee Training:** RAM SVEIS OG BEMANNING AS provides regular training to employees on the Åpenhetsloven and the company's human rights policies to ensure understanding and commitment to these standards.
- **Supplier Education:** The company also engages with suppliers to raise awareness about the importance of human rights and decent working conditions and to support their compliance efforts.

4.5 Grievance Mechanisms

- **Reporting Channels:** RAM SVEIS OG BEMANNING AS has established accessible grievance mechanisms for employees, suppliers, and stakeholders to report any concerns or violations related to human rights or working conditions.
- **Whistleblower Protection:** The company ensures that all whistleblowers are protected from retaliation and that their reports are handled confidentially and impartially.

4.6 Continuous Improvement

- **Policy Review:** The company regularly reviews and updates this policy and its practices in line with the Åpenhetsloven and evolving best practices in human rights and labor standards.
- **Stakeholder Engagement:** RAM SVEIS OG BEMANNING AS actively seeks feedback from stakeholders to enhance its compliance efforts and promote a culture of continuous improvement.



5. Responsibilities

- **Management:** Ensure that all company operations and business relationships comply with the Åpenhetsloven. Provide the necessary resources and oversight to support compliance efforts.
- **HSE Department:** Monitor compliance with this policy, conduct risk assessments, oversee audits, and manage the grievance mechanism.
- **Employees and Contractors:** Understand and adhere to this policy, participate in training, and report any violations or concerns.
- **Suppliers and Business Partners:** Comply with the Åpenhetsloven and this policy, cooperate with audits, and engage in continuous improvement.

6. Monitoring and Review

To ensure compliance with the Åpenhetsloven, RAM SVEIS OG BEMANNING AS will implement the following monitoring and review mechanisms:

- **Monthly Monitoring:** Regular monitoring of compliance activities, including risk assessments and audits.
- **Quarterly Reviews:** Review compliance efforts and report progress to senior management.
- **Annual Review:** Conduct an annual review of compliance with the Åpenhetsloven, including policy effectiveness and stakeholder feedback.

7. Contact Information

For questions or further information regarding this policy and its implementation, please contact:

- **HR Department:** George Gabor
 - Mobile: +47 998 86 943
 - Email: norway@rammultiinvest.com
- **General Manager:** Olteanu Radu
 - Mobile: +40 768 117 477
 - Email: radu.olteanu@rammultiinvest.com

RAM SVEIS OG BEMANNING AS

 norway@rammultiinvest.com
 +47 46 843 758 | +47 96 887 890 | +47 998 86 943
 Linnegrøvan 27, 4640 Søgne, Norway
Organisasjonsnummer: **933 400 042**



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By adhering to this policy, RAM SVEIS OG BEMANNING AS demonstrates its commitment to ethical business practices, transparency, and the promotion of human rights and decent working conditions in accordance with the Åpenhetsloven.

Approved by:
Olteanu Radu
General Manager, RAM SVEIS OG BEMANNING AS

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Olteanu Radu

This document serves as the official policy of RAM SVEIS OG BEMANNING AS for compliance with the Åpenhetsloven and reflects the company's dedication to maintaining the highest standards of integrity, respect, and accountability in all business practices.