



## Declaration of Human Rights

**Company: RAM SVEIS OG BEMANNING AS**

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### 1. Purpose

The purpose of this Declaration of Human Rights is to affirm RAM SVEIS OG BEMANNING AS's commitment to upholding and promoting fundamental human rights in all aspects of its operations. This declaration is aligned with international standards, including the Universal Declaration of Human Rights (UDHR) and the International Labour Organization (ILO) conventions, and reflects our dedication to fostering a workplace environment that respects the dignity, rights, and freedoms of all individuals.

### 2. Scope

This Declaration of Human Rights applies to all employees, contractors, suppliers, business partners, and stakeholders of RAM SVEIS OG BEMANNING AS, regardless of their location or role within the organization. It encompasses all activities and business relationships, both internal and external.

### 3. Core Principles

RAM SVEIS OG BEMANNING AS is committed to the following core principles of human rights:

#### 1. Equality and Non-Discrimination

- The company is dedicated to ensuring equality and non-discrimination in all its operations. We do not tolerate discrimination based on race, color, ethnicity, nationality, religion, gender, sexual orientation, age, disability, or any other status.
- All employment decisions, including hiring, promotion, training, and termination, are made based on merit, qualifications, and abilities.

#### 2. Freedom from Forced and Child Labor

- RAM SVEIS OG BEMANNING AS strictly prohibits all forms of forced, bonded, or child labor in its operations and supply chain.
- The company complies with international labor standards and local laws to prevent child labor and ensure the protection of minors.

#### 3. Freedom of Association and Collective Bargaining

- Employees have the right to freely associate, form, join, or not join trade unions and engage in collective bargaining.
- The company respects and supports the right of employees to participate in lawful and peaceful assemblies and collective negotiations.

#### 4. Safe and Healthy Working Conditions

- The company is committed to providing a safe and healthy working environment for all employees, contractors, and visitors.
- RAM SVEIS OG BEMANNING AS implements robust health, safety, and environmental (HSE) policies and procedures to prevent workplace accidents and promote well-being.



## 5. Fair Wages and Working Hours

- All employees are entitled to fair wages that meet or exceed the minimum legal standards in the jurisdictions where they work.
- The company ensures that working hours are reasonable and comply with applicable labor laws, including overtime and rest period regulations.

## 6. Protection from Harassment and Abuse

- RAM SVEIS OG BEMANNING AS maintains a zero-tolerance policy for any form of harassment, abuse, or violence in the workplace.
- The company is committed to creating a respectful and inclusive work environment where everyone is treated with dignity and respect.

## 7. Privacy and Confidentiality

- The company respects the privacy of all employees, contractors, and stakeholders.
- Personal data is collected, processed, and stored in accordance with applicable privacy laws and regulations, ensuring confidentiality and security.

## 4. Implementation and Compliance

To uphold these principles, RAM SVEIS OG BEMANNING AS will:

- **Conduct Regular Assessments:** Regularly assess risks related to human rights within its operations and supply chain to identify and mitigate potential issues.
- **Engage with Stakeholders:** Engage with employees, suppliers, and other stakeholders to promote understanding and adherence to human rights principles.
- **Provide Training and Awareness:** Offer regular training to employees and contractors on human rights, ethical conduct, and non-discrimination policies.
- **Monitor and Audit:** Implement monitoring and auditing mechanisms to ensure compliance with this declaration and identify areas for improvement.
- **Address Violations Promptly:** Take immediate and appropriate action to address any human rights violations reported or identified within the company or its supply chain.

## 5. Grievance Mechanisms

RAM SVEIS OG BEMANNING AS has established confidential grievance mechanisms for employees, suppliers, and stakeholders to report any concerns or violations related to human rights. The company ensures that all reports are taken seriously, investigated promptly, and addressed appropriately without retaliation.

## 6. Continuous Improvement

The company is committed to continuously improving its human rights practices and ensuring alignment with evolving international standards and best practices. RAM SVEIS OG BEMANNING AS will regularly review this declaration and update it as necessary to reflect changes in legislation, business operations, or stakeholder expectations.



## 7. Responsibilities

- **Management:** Ensure that all aspects of the company's operations comply with this Declaration of Human Rights. Provide resources and oversight to support human rights initiatives.
- **Employees and Contractors:** Understand and adhere to this declaration and report any suspected violations or concerns.
- **Suppliers and Business Partners:** Comply with the human rights standards set forth in this declaration and collaborate with the company to uphold these principles.

## 8. Contact Information

For questions or further information regarding this Declaration of Human Rights or to report a concern, please contact:

- **HR Department:** Gabor George
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- **General Manager:** Olteanu Radu
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By adopting this Declaration of Human Rights, RAM SVEIS OG BEMANNING AS reaffirms its commitment to ethical business practices and the promotion of a fair, safe, and respectful working environment for all.

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

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*Olteanu Radu*

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This document establishes RAM SVEIS OG BEMANNING AS's dedication to protecting and promoting human rights throughout its operations and serves as a guide for all employees, contractors, and stakeholders in conducting business with integrity and respect.