

Corporate social responsibility policy

Policy owner: Head of communication, Group

Policy approver: Group CEO

This Infratek Group Policy sets out the business principles and minimum requirements for Corporate Responsibility in each Business Unit/country.

Business Principles

Infratek shall create shared value for our company and for the societies in which we operate. Infratek shall ensure responsible business practices across the organization, as set out in our Code of Conduct and Group Policies. Our commitment shall be based on continuous improvement, and this principle also applies to our supply chain. Through business-integrated corporate responsibility, Infratek shall drive to extend the wider benefits of communications to provide safe user experiences and minimize impacts on the environment. Infratek is committed to protect the environment by undertaking initiatives to promote greater environmental responsibility and support business initiatives using communications services to develop eco-efficient solutions.

Group Requirements

Human Rights

The Business Units/countries shall support and respect internationally recognized human rights.

Labour Rights

Infratek adheres to the eight fundamental conventions of the International Labour Organization concerning freedom of association and the recognition of the right to collective bargaining.

Environment and climate

Infratek is committed to minimize its environmental impact and the Business Units/countries shall make all reasonable efforts to minimize use of resources including energy, water and raw materials. Infratek is ISO-certified (ISO 14001) and shall also use this as a standard in their daily work. Implementation of sustainable sourcing is mandatory.

Supply chain

Infratek recognizes that the responsibilities related to human rights, labour rights and environmental practices extend into the supply chain and shall strive to ensure sound practices.

Safe services and user experiences

The Business Units/countries shall provide and promote safe services and user experiences and provide relevant and transparent information to stakeholders on issues of concern, using communication services.

Non-financial performance

The Business Units/countries shall ensure transparent and high-quality data on non-financial performance. Non-financial performance shall be monitored and data shall be provided in an accurate, complete and timely manner.

External reporting

The Business Unit/countries shall ensure transparent external communication of non-financial performance. Communication of progress and describing clear links between business strategy shall be showed.

Stakeholder

The Business Unit/countries shall seek meaningful dialogue with outside stakeholders, to share information and identify potential positive or negative impacts of its operations.

Implementation

Local policy

Local business principles and requirements can, if necessary, be added, provided they are based on local risk assessments and/or national legislation.

Following sign-off from the Group Policy Owner, the Local Policy shall be approved by the Group Head of communication.

Deviation handling

Any applications for a deviation from this Infratek Group Policy shall be handled in accordance with procedure set out in the Infratek Group Governing Principles (or similar).

Communication

The Policy shall be effectively communicated to all employees in Infratek Group.

Monitoring and reporting

The Policy Owner shall initiate monitoring activities to ensure compliance with the Policy.

March 2017

Lars Bangen
CEO

