

Executive Human Rights Policy

Commitment

We are committed to respecting internationally recognized human rights in all our activities. As a provider of e-learning courses on Health, Safety and Environment (HSE), we recognize our responsibility to promote safe, fair, and inclusive practices in our own operations and, where relevant, in our value chain.

This policy is aligned with the **Norwegian Transparency Act (Åpenhetsloven)**, the **UN Guiding Principles on Business and Human Rights**, the **OECD Guidelines for Multinational Enterprises**, and relevant **ILO Conventions**.

Scope

This policy applies to the company's management, employees, contractors, and, where relevant, suppliers and business partners. We seek to prevent and mitigate adverse impacts on human rights and decent working conditions associated with our operations.

Core Human Rights Principles

We are committed to:

- Equal treatment, diversity, and non-discrimination
- Respectful, inclusive, and harassment-free working environments
- Decent working conditions, including health, safety, and well-being
- Freedom of association and collective bargaining
- Zero tolerance for forced labor, child labor, and human trafficking

Health, Safety and Well-being

Health and safety are integral to our business purpose. We strive to provide a safe and supportive working environment, including physical, digital, and psychosocial aspects of work. Our learning content is developed in line with recognized HSE standards and good professional practice.

Due Diligence and Value Chain Responsibility

In accordance with Åpenhetsloven, we conduct due diligence to identify, prevent, and mitigate actual and potential adverse impacts on human rights and decent working conditions in our own operations and, where relevant, in our value chain. We expect our business partners to comply with applicable laws and ethical standards consistent with this policy.

Transparency and Reporting

We are committed to transparency and will respond to information requests pursuant to Åpenhetsloven in a timely and responsible manner. Concerns related to human rights may be raised without fear of retaliation and will be handled appropriately.

Governance

Management is responsible for implementing this policy and ensuring that it is communicated, understood, and applied throughout the organization. The policy is reviewed periodically to ensure continued relevance and compliance.

Approved by Management

Name: Jarle Hellum

Title: CEO

Signature: 

Date: 5. Januar 2025