



GMC

Ethics document

To control the behavior and attitudes among our employees, and ensure common understanding of this, the GMC group has prepared an ethics document.

Employees in the GMC group shall:

- Treat all information about the company's internal matters confidential. This concerns especially technology, conditions in the customer-supplier agreements, financial situation and plans/strategies.
- Manage all company possessions with due care.
- Not discriminate other employees or other business contacts because of skin color, gender, sexual orientation, religion, etc.
- Always provide accurate and relevant information in all documents in the employment.
- Act honestly and fair with customers and suppliers.
- Always add businesslike basis for the selection of suppliers of goods and services. This is to be conscious to the influences that aim personal gains ("bribery").
- Report all unethical behavior they become aware of.
- Behave respectfully and decent towards everyone they come into contact with in work connection.
- Speak about the company in a positive way in all contexts.

Breach of ethical rules can result in disciplinary actions against the employee.

13 January 2016

Gunnar M. Christensen jr.
CEO