

Code of conduct

INNOVATIVE INFRASTRUCTURE



Key Principles

” ViaCon shall operate in accordance with sound, ethical business practices, setting high standards for ourselves and our impact on the environment and society at large. We act with integrity, and in accordance with our ethical principles.



We shall:

- Keep our promises.
- Act as good ambassadors for ViaCon, both on and off the job.
- Treat everyone with respect and as equals, in a professional and open manner.
- Respect and comply with the laws, regulations and guidelines of the countries in which we operate.
- Engage in an open dialogue with regard to difficult issues and ethical dilemmas. Neither pass on, nor misuse, confidential information.
- Neither give nor ask for gifts or benefits which may influence our own integrity and decisions.
- Work to avoid accidents and personal injuries.
- Work to reduce the environmental impact of our activities.



” ViaCon shall operate in accordance with laws and regulations, and sound, ethical business practices, setting high standards both for ourselves and our impact on the society at large.



Our behavior must stand up to public scrutiny without damaging the reputation of ViaCon. Irrespective of which ViaCon entity come into contact with, they should experience the same integrity of conduct.

- ViaCon has expanded considerably in the past few years. Its organization is widely spread, and has a large number of employees, customers and suppliers.
- ViaCon’s subsidiaries and associated companies have regular contact with public authorities and organizations in all the countries in which we are represented.
- The Code of Conduct provides clear guidelines for how entities, managers and employees of ViaCon shall behave.
- This Code of Conduct sets out the fundamental principles of how ViaCon operates its business.
- This document confers no legal rights on any customer, supplier, competitor, shareholder, person or company.

Violation

” Violation of ViaCon’s Code of Conduct will not be tolerated and may result in internal disciplinary proceedings, dismissal or even prosecution. The Code of Conduct applies to all employees, contracted consultants and board members.



- Managers are responsible for ensuring that the ViaCon Guidelines are complied with and communicated to employees and suppliers.
- ViaCon entities shall make their suppliers and sub-contractors acquainted with ViaCon’s Code of Conduct and the ViaCon Values.

Principles of ethics & integrity

The principles of ethics and integrity guide how we behave. ViaCon operates its business with professionalism, showing respect and due care for customers, employees, shareholders, suppliers and other. Furthermore, ViaCon wishes to be perceived as a sound, reliable, long-term partner with a high degree of integrity and high ethical standards, and more specifically:

- We keep our promises.
- We provide correct, clear and credible information.
- We neither pass on nor use confidential information in situations for which it was not intended.
- We put ViaCon's interests ahead of our own.
- We should not give, receive or ask for gifts or benefits which may influence our own integrity and/or decisions of others.
- We treat everyone with respect and as equals, regardless of gender, race, religion or political convictions.
- We respect the cultures of all the countries in which ViaCon operates.
- We respect and comply with the laws and regulations of all the countries in which we are represented.
- We comply with ViaCon's internal guidelines.
- We seek advice from our superiors or colleagues.
- We engage in an open dialogue with regard to difficult issues and ethical dilemmas.
- We act as good ambassadors for ViaCon both on and off the job.



” **ViaCon plays an active role in the society.** “

Therefore:

- We treat public authorities and organizations in a professional, correct and open manner.
- We make no financial contributions to political candidates or parties.
- We work to achieve transparency and support efforts to combat corruption and bribery.
- We make sure that all transactions are recorded and documented correctly in accordance with local and international accounting principles.
- We give internal and external auditors access to any and all information.

Employees

The knowledge, competence and capacity of our employees make them our most important asset.

Consequently:

- ViaCon takes its employees' interests seriously and respects the rights of the individual.
- The UN Declaration of Human Rights and International Labour Organization (ILO) standards are respected.
- All workers shall have a written contract setting out working hours and wages.
- Wages shall be equal to, or higher than, the minimum required by law in the countries in question.
- We do not tolerate child or forced labour.
- We have zero tolerance for harassment, discrimination or similar behaviour.
- We respect the right to form and be a member of trade unions.
- We maintain high standards of Health, Safety and Environment (HSE).
- Employees shall be informed about any risks pertaining to their duties.
- The working environment shall be safe and secure.
- Employees shall have access to and use necessary personal protection equipment.
- We do our utmost to avoid accidents and personal injury.
- We endeavour to create an enjoyable and fulfilling atmosphere where employees experience job satisfaction.
- We ensure communication with all employees regarding matters that concern them.



Environment

ViaCon contributes to a sustainable environment to the best of our ability. Therefore, ViaCon:

- Works to preserve the environment by showing consideration for our surroundings.
- Will comply with all relevant environmental legislation and regulations in the countries in which ViaCon operates.
- Works to make our production and products environment-friendly.
- Chooses sustainable products and resources.
- Prefers suppliers and sub-contractors with environment-friendly production and products.
- Makes strenuous efforts to avoid pollution.
- Handles and transports hazardous goods in an environmentally safe and secure way.
- Stores and treats waste in a secure manner.
- Sorts waste materials at sites for recycling.

Violation

Should an employee become aware of any circumstance in their own or another group company that may violate our Code of Conduct, they should report the issue to their immediate supervisor or directly to a management representative.

If an employee finds it difficult to raise the matter within their own company, they may contact the ViaCon Management.

Such reporting will be treated confidentially.

Employees (whistle-blowers) who report an alleged violation of the Group's Code of Conduct* will suffer no reprisals of any kind.

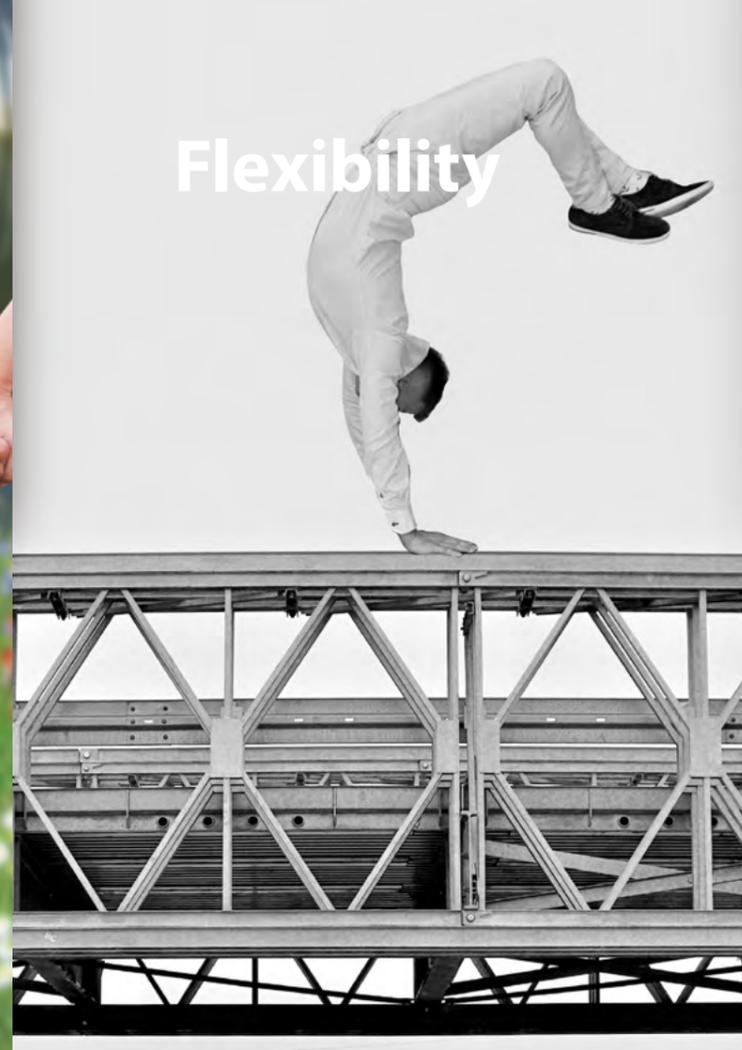
* The ViaCon Code of conduct was prepared in accordance with Saferoad Group Code of Conduct, and the Saferoad and ViaCon values.



**Professionalism /
reliability**



Trust



Flexibility



Innovations

We always treat our employees and business partners in a professional, reliable and honest way. Our highly skilled and qualified team ensure excellent production standards. Our operating model is based on the pragmatic application of our knowledge and experience

We see our business relationships as key to our building and maintaining our competitive advantage. Mutual trust is the cornerstone of all our business relationships and that trust is built on the competent application of our knowledge, skills and experience.

We are flexible and adaptable to change, always ready to adopt new ideas and develop techniques and practices to better satisfy our customer needs. This is a key component in our ability to adapt to an international market with variable national norms and standards.

We focus on research and the development of new technologies, continually striving to improve material performance, quality control, cost optimization and the range of structural shapes and applications available.

The ViaCon Values

Respect



Safety



Drive



Care



Respecting people and organizations is fundamental. Respect generates openness, honesty and security in the working environment. Equality and fairness will characterize the way we deal with colleagues and partners.

Everyone has a family waiting for them at home so the health and safety of our employees and partners is our highest priority. Safety relies on good teamwork and looking after each other. We are all responsible for our own safety and that of our colleagues and partners.

Enthusiasm and drive are essential to achieve results and success. These qualities release the necessary creativity, courage and will that it takes to build a winning team and a great company. Drive attracts the most demanding customers and the brightest colleagues. We need them both.

A caring culture makes a strong company. Through humility, support and a constructive response we can all contribute. Colleagues at all levels have the right to be seen and heard. The free exchange of views and ideas is crucial if we are to make the best use of our available resources.

The ViaCon Values

INNOVATIVE INFRASTRUCTURE

SuperCor



MultiPlate MP200



UltraCor



HelCor



HelCor PA



PECOR OPTIMA



Pecor Quattro



ViaWaterTank



Geogrids



Woven and nonwoven geotextiles



Gabions



HelCor wells



Temporary and permanent
Acrow bridges



ViaWall A



ViaWall B



ViaBlock



CON/SPAN



PECOR OPTIMA wells



ViaCon Group
www.viacongroup.com