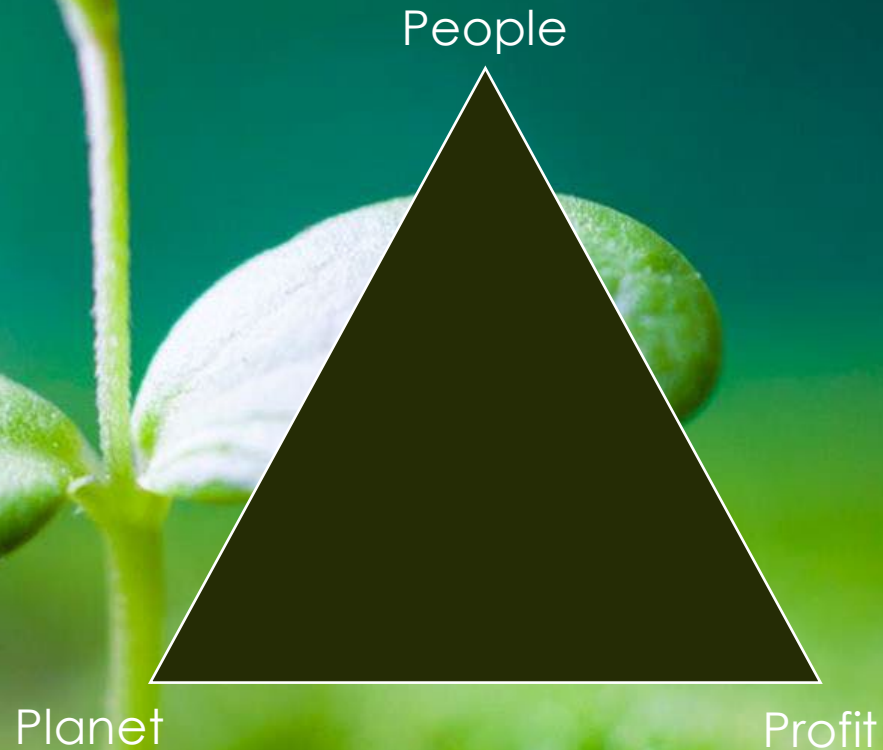




Saribas
Sustainability Strategy

sariba^{HR}

Sariba Sustainability Strategy



- Through all its activities, Sariba aims to create value for society, the environment and the company.
- Our ambition is to contribute to a more sustainable future by delivering knowledge and effective processes that contribute to the development of people "Employees and Managers who achieve more"
- We do this by investing in knowledge and products as well as through sustainable and responsible behavior. We also work actively to achieve the UN's sustainability goals.
- We mainly contribute to a more sustainable future through:
 - our core business - by providing businesses with tools to further develop employees
 - our business practices – by acting in a sustainable and responsible manner
- In order to make the best possible contribution, we constantly work to understand the impact our business has, take measures where there is a need, and ensure that close follow-up of measures and results is an integral part of everyday life.

Sariba **core** business

- Sariba develops and implements processes and systems that contribute to
 - The attraction of talent (Talent acquisition)
 - The employee's development (Talent development)
 - The fairness and openness of the compensation process (Compensation & Payroll)
 - The well being of the employees (Employee Experience)



Our business practices

- We believe that high ethical standards are good for society and good for business. We have committed ourselves to follow such standards in all our operations, and our corporate culture must also be characterized by this.
- We want to develop our business in a way that adds value to the workforce, and we are aware of our responsibility to contribute to building a better workplace and inclusive society. Therefore, we also want to run our business in such a way that it contributes to achieving the UN's sustainability goals.





Our **approach** to sustainability

- Our business must work in a sustainable and responsible manner, and the UN's sustainability goals provide guidelines for our work.
- We are guided by international frameworks and good practice, and dialogue and cooperation with our stakeholders is an important part of our way of working.

Governance and management

Our **Core** Values

- Sariba's needs should **not compromise** customer satisfaction standards
- Sariba shall be perceived as **attractive** by customers and employees
- Competence sharing and competence development shall be a **driving force** in Sariba
- Complicity and co-ownership shall stimulate **loyalty and achievement**
- Sariba shall have innovative, involving and courageous **leadership**

continues



Value	Behavior
<p>CUSTOMER</p> <p>Collaboration, quality, competence shall lead to lasting value creation for customers and employees</p>	<p>Customers and colleagues find that I...</p> <ul style="list-style-type: none"> ▪ Have the ability and willingness to understand the customer's needs ▪ Recommend solutions that take into account the customer's needs and ability to implement ▪ Enable the customer to extract the values of our delivery ▪ Deliver as agreed and let me know well in advance if I still can't do it
<p>COLLABORATION</p> <p>Mutual collaboration in everyday life with openness, consideration, respect and responsibility brings joy, good results and new opportunities</p>	<p>Customers and colleagues find that I...</p> <ul style="list-style-type: none"> ▪ Have the ability to put me in customer, colleague situation ▪ Take initiative, actively listens and allows for transparency ▪ Respect others through the way one talks to others and responds to e-mail ▪ Dare to challenge customers and colleagues to achieve the best possible solution ▪ Take responsibility and thinks "we" and not "I." ▪ Am supportive and solution-oriented ▪ Communicate clearly, positively and constructively ▪ Do other good (customer, colleagues) ▪ Understand the dynamics of the customer and adapts to different roles and work situations. ▪ Understand that competence in collaboration and agility are sometimes better instruments than pure professional competence
<p>QUALITY</p> <p>Clear communication, reconciling expectations and accurate execution give us quality</p>	<p>Customers and colleagues find that I...</p> <ul style="list-style-type: none"> ▪ Take responsibility for the task by handling it yourself or ensuring that it is taken care of by others ▪ Ensure that I have the right conditions for solving the tasks the customer has ordered and to let them know if the prerequisite is not present ▪ Perform slightly more than the customer expects ▪ Always document what I do according to the current default ▪ Follow current internal routines ▪ Quality always assures what I do through testing and feedback ▪ Ensure that I have understood the task and have a common understanding with the customer about what is expected and delivers accordingly ▪ Build trust and credibility by showing respect, being predictable and humble
<p>COMPETENCE</p> <p>It's allowed to make an error, but we're going to learn from it. We will seek expertise, use the knowledge, and share our experiences</p>	<p>Customers and colleagues find that I...</p> <ul style="list-style-type: none"> ▪ Am secure and curious ▪ Am concerned with and take the initiative for my own development ▪ Learns from other people's and their own mistakes ▪ Actively shares challenges, knowledge and solutions to create security and reputation ▪ Can present, facilitate and lead meetings in a targeted way
<p>VALUE CREATION</p> <p>Gains through sharing, insights and achievements</p>	<p>Customers and colleagues find that I...</p> <ul style="list-style-type: none"> ▪ Respond insightfully to requirements specifications and participate in quotation work ▪ Use my business insights to ensure profitability (e.g. managing delivery discrepancies) ▪ Look for improvements the customer can make to create value within Sariba's areas of expertise ▪ Build and uses networks ▪ Suggest complete and packaged deliveries where appropriate

Governance and management Sariba Code of Conduct

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Governance and management

Love, forskrifter og retningslinjer

- As a Norwegian company, we comply with Norwegian laws and regulations, as well as applicable laws and regulations in countries where we are present.
- When we develop our guidelines, we are also guided by relevant international frameworks, including the OECD's guidelines for multinational companies and the UN's guiding principles for business and human rights.



Governance and management

Laws, regulations and guidelines

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Governance and management **Responsible** supply chain

- Control: To ensure that our suppliers follow our Code of Conduct for suppliers, we carry out inspections and meet with our suppliers.
- Due diligence assessment of strategic suppliers: Sariba perform Due Diligence assessment for its suppliers in order to secure a responsible supply chain

People

A safe and secure workplace

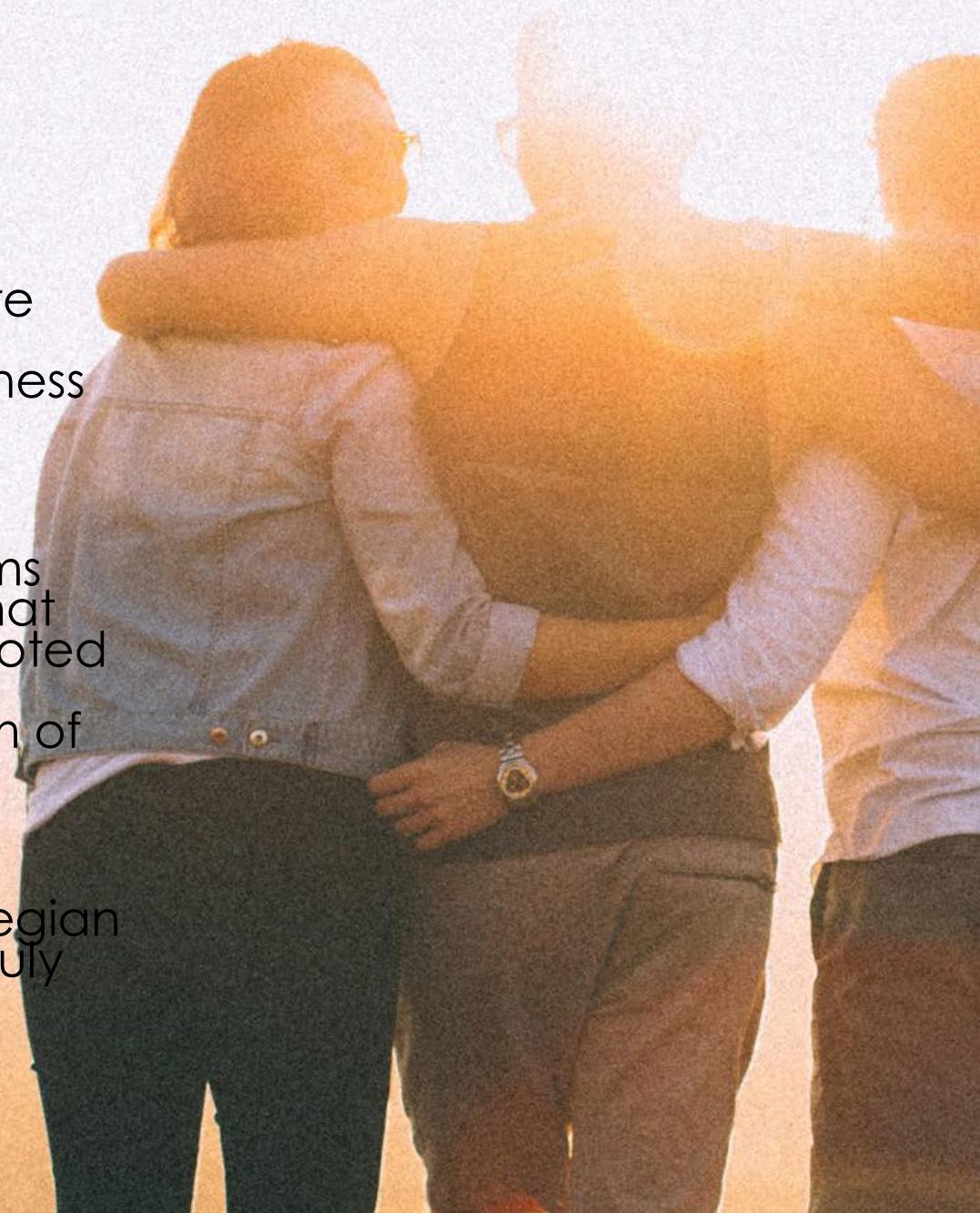
- A consulting company is built around the **people involved**. It is important for Sariba to be a safe and secure workplace
- **Caring** for each other is fundamental to Sariba's culture, and we continuously work towards our goal of zero injuries and safe (mental and physical) environment.
- A safe, secure and healthy **working environment** is a prerequisite for us wherever we are.



People

Human rights

- Caring for people is at the core of Sariba corporate culture (**#Saribafamily**). Sariba also sees its commitment to sustainability and responsible business practices as a key factor in achieving the goal of becoming a leading HR company in its markets.
- All parts of Sariba's operations are based on recognition of the **fundamental rights** and freedoms that belong to all people in the world. To ensure that Sariba's commitment to respect human rights is rooted in the way the company conducts its business, investigations are regularly carried out with the aim of identifying, assessing and addressing potential risk factors.
- These activities are in line with **international and national guidelines** and are required by the Norwegian Transparency Act, which entered into force on 1 July 2022.



People

Working conditions and diversity

- **Our employees** are our most important asset. For our 80 employees, spread over 3 countries, the working environment must be characterized by equality, diversity, inclusion and mutual respect.
- **Diversity** in the workplace: We genuinely believe that being unique is a strength, and that diversity in terms of background, skills and gender is important for our success.



Planet Climate changes

- Sariba's is trying to limit its carbon footprint by implementing day to day actions
- Sariba has documented this in its environment policy



Profit Investment in the **future**

- Sariba's governance model secures that the results generated for Sariba's operations is dedicated
 - To Sariba's employee development and well being
 - Customers' further development (Customer for Life)
 - Owners

