



Code of ethics in the IKM Group

- Internationally recognized human rights must be followed at any time.
- There must be no discrimination on the basis of gender, sexual orientation, race / nationality, age, religion, disability or political conviction.
- All employees are free to join a trade union.
- IKM Gruppen will follow applicable labour legislation and signed collective agreements at any time.
- IKM Gruppen will conduct its business in a way that has the minimum possible environmental impact.
- IKM Gruppen will ensure that no child labour is used in the work or by our sub-contractors.
- IKM Gruppen will ensure at any time that no unlawful payments are made to private individuals or companies in order to achieve preferential treatment.

Ståle Kyllingstad, Managing Director



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