

SFF Group - Code of Conduct Policy

Dear Employee,

This Code of Conduct, which is at the core of our corporate culture, defines our fundamental ethical values. Our overriding guiding principle is based on our unwavering policy;

The way we conduct our business

- We act in compliance with laws and regulations, which we see as our minimum standards, and we expect our business partners to comply with all legal requirements as well.
- We avoid situations where private interests might conflict with business interests.
- Bribery and corruption in any form are unacceptable in our business.
- We operate transparently and communicate openly with all our stakeholders.
- As a company, we are not involved in political or religious activities, nor do we make contributions to these types of activities.
- All end year balance sheets are audited by a reputed audit company (Deloitte)

We operate with integrity with our customers, suppliers, and other business partners

- SFF Group treats its business partners professionally, fairly, and equally - based on objective factors and excluding personal preference or interest. We do not offer or accept personal gifts or hospitality that can create improper influence or give the appearance of improper influence.

We ensure a fair working environment

- Every employee at SFF is entitled to fair treatment and equal opportunities, and we are committed to respecting the human rights and dignity of all employees. We do not tolerate any form of harassment or substance abuse at SFF, and we are committed to respecting our employees' privacy and the confidentiality of their personal data.

Corporate Social responsibility - CSR

- We are obliged to take full CSR – by supporting various charities and people with special needs.

We are committed to the health, safety, and security of our people and others directly impacted by our activities, and to protect the natural environment where we operate

- We do not make a profit at the expense of safety or security.
- Wherever we operate, we ensure that our operations have the minimum possible negative impact on the natural environment and the surrounding community.

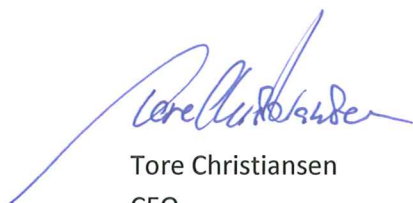
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We can only be successful if we offer our customers the best service and are reliable partners to our suppliers. At the same time, through these clear rules of conduct we also aim to protect you as an employee, generate added value for our shareholders and support society as a whole.

Regards



Tore Christiansen
CEO

Sandnes, 02nd May 2014

