

Corporate social responsibility review 2017

Human rights, fair working environment and health and safety

Q-Free promotes and respects internationally proclaimed human rights, including those specified by the International Labour Organisation. We support the right to freedom of association, and opposes any form of child labour, forced labour, or discrimination. Q-Free actively encourages all representatives, partners and suppliers to follow the same principles.

Fair and good working environment

Q-Free considers the knowledge and experience of our employees as our most valuable assets. We seek to attract and retain employees with these assets through a fair and good working environment.

Q-Free employs a variety of nationalities from a diversity of cultures, both within the parent company, and across the subsidiaries abroad. As a result, Q-Free has developed an international mind-set, whereby we depend upon dedicated employees that treat others with respect and understanding. It is essential that our employees act in accordance with local laws, regulations and etiquettes, while communicating openly and honestly in respect of local values and norms for social conduct. The aim of Q-Free is to offer an engaging workplace with an open and inclusive working environment. We have focus on avoiding the discrimination of individuals or groups based on their age, gender, disability, race, sexual orientation, ethnic origin, religion, political affiliation, or any other reason. No incidents or violations in relation to our fair and good working environment have been reported of any kind in recent years.

Equal opportunities

Gender equality and non-discrimination of male or female employees are important for us. Most of our employees work within engineering, technology development, and technical sales, which are disciplines that have traditionally attracted a majority of male applicants. This is reflected in Q-Free ASA workforce demographics, which currently represents 16,4 % female and 83,6 % male employees.

Q-Free will continue its efforts towards improving gender equality in the workplace, ensuring the high quality and competence of our employees, while encouraging the employment of females in a traditionally male driven sector. In particular, we will strive to breakdown any barriers that may have restricted the female applicants in the past, with a view to promoting a more evenly represented workplace.

The Board of Directors holds 3 male and 1 female shareholder-elected board members respectively. Shareholder-elected member of the Board, Charlotte Brogren Karlberg, resigned from the position as per 26 October 2017. The gender diversity requirements pursuant to Norwegian legislation will again be fulfilled after the by-election at the Annual General Meeting 2018.

Health and Safety

Q-Free gives the highest priority to the health and safety of its employees, with roadside works representing the highest risk. Our Management system including health and safety has contributed to no serious incidents or injuries have been reported in the recent years.

The Health and safety committee are meeting regularly, and reviewing health and safety performance. Management and safety representatives are members of this committee.

Health and safety risk assessments is documented and followed up for our activities roadside, and safety procedures are implemented to ensure risk mitigation. For installation and roadside projects, a responsible H&S representative is appointed. The H&S representative is a competence in the project organization and also initiates improvements to our safety procedures.

The project personnel have received safety training and equipment training, and use this competence to perform job safety analysis.

Sick leave in Q-Free ASA was 1.1% in 2017, a reduction from 2.3 % in 2016. The figure is well below the national average for comparable workplaces and can be considered a very satisfactory level. Q-Free has no similar reports for the subsidiaries at this stage.

Business ethics and anti-corruption

High ethical standards and business conducts are prerequisites to gaining the trust of our stakeholders, as well as the local, national and international communities. This is a shared responsibility of the organisation and each of its employees and representatives.

The Q-Free Code of Conduct contains guidelines for ethical behaviour in both internal and external business relations, and is designed to stimulate ethical awareness as a basis for everyday actions. The Code of Conduct is applicable to Board members, managers, and all other Q-Free employees and representatives.

The Code of Conduct clearly states that Q-Free has a zero tolerance for all forms of corruption and bribery, demanding any suspicion of misconduct to be reported. Personal interests or personal gain shall not affect the work of a Q-Free representative, and any action or interest that compromises integrity or objectiveness shall be avoided. The Code of Conduct explicitly governs areas relating to conflicts of interest, gifts and money laundering.

Fair and open competition in all markets is always pursued by Q-Free, with a desire to win contracts on the basis of a competitive offering of products, services and solutions. Q-Free adheres to national and foreign antitrust laws, while the Code of Conduct states that no formal or informal agreements shall be entered into if competition is thereby unfairly restricted.

Q-Free identifies and monitors corporate risks including corruption, and conducts analysis to define and evaluate how to address and mitigate these risks.

As a publicly listed company on the Oslo Børs, Q-Free complies with the laws, regulations and continuing obligations for listed companies concerning the disclosure of information. The Code of Conduct emphasises the confidentiality requirements and prohibits misuse of information about Q-Free, or relating to insider trading, as regulated by the Securities Trading Act.

External environment

The portfolio of products, services and solutions has continuously been Q-Free's greatest contribution to the environment, which enable the reduction of traffic congestion, decrease pollution, and minimise the amount and severity of traffic incidents.

Q-Free is committed to minimizing the potential environmental impact of our operations. In our environmental aspect analysis, we have assessed the environmental impact of our activities. Based on this assessment we have established an action plan to continuous reduce negative impact on the environment.

Q-Free fulfils all environmental requirements imposed by the Norwegian authorities, as well as the EU. Q-Free ASA is certified in accordance with ISO 14001:2004. All products introduced after 2005 are produced without the use of lead and other hazardous substances, as defined in the EU's directive on Restriction of Hazardous Substances (RoHS), and shall also be recyclable in line with the EU's directive on Waste Electrical and Electronic Equipment (WEEE). Furthermore, the Group is working actively to encourage our sub-contractors to choose the most environmental-friendly alternatives wherever possible.

Q-Free's Environmental Policy is publicly available on the website.