



*Our people create safety, deliver excellence, and protect the environment.*

*- Lasse Iversen, CEO*

# WE VALUES

A CULTURE THAT CARES

## WE STRIVE FOR CONTINUOUS IMPROVEMENT

We share our knowledge and experience with our colleagues. We give and seek constructive feedback.

We are observant and learn from every assignment.

We are open-minded, listen actively, and respect other people's opinions.

We value and benefit from diversity and are willing to apply different perspectives and new approaches.

## WE ARE ENTERPRISING

We take pride in understanding our clients' needs.

We have the initiative and drive to recognise opportunities, and the motivation to make the most out of them.

We have the skills, experience, confidence, and resolution to find solutions and make decisions, and we have a team that is backing us.

We create business as a team by collaborating with our colleagues, across functions and entities.

## WE KEEP DEADLINES

We plan well and ensure that our time limits allow us to work safely.

We inform our team members and clients about their obligations and deadlines.

We give the right advice at the right time.

We are accountable and dependable.

## WE ARE RESPONSIBLE

We take responsibility to succeed as a team and to get everyone home safe.

We choose courage over comfort, and what is right over what is easy.

We dare to challenge and to speak up.

We take social responsibility, and we contribute to sustainable development.

## WE ARE CONSIDERATE

We create a good working environment, and we are engaged in improving our community, society, and environment.

We respect and care about our colleagues, team members, and our clients.

We support our team members by offering help and we ask for help when we need it.

We comply with laws, regulations, as well as our company's strategy and values.

## WE COMMUNICATE WELL

We communicate job expectations and risk elements.

We avoid misunderstandings because we are precise, open, transparent, inclusive, and honest.

We trust each other and assume positive intent.

We are available to help and support our colleagues.