

CODE OF ETHICS 2025

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local and global settings.



GLOBAL DATA RESOURCES



CODE OF ETHICS

This Code of Ethics is intended to provide guidelines for GDR (Global Data Resources AS) employees and management, partners, and free agents (in all named "professionals").

These guidelines are based on the ethical principle of always treating others with respect and never merely as a means to an end.

By heeding this code, GDR professionals will help to preserve and enhance public trust in the company's conduct and offer solutions. As follows, violating the code of ethics can result in sanctions, including termination.

01

GDR professionals comply 100% with laws and legislation in both local and global settings. This includes conducting themselves with transparency and accountability to ensure that their actions are generally beneficial to GDR stakeholders.

02

GDR professionals never offer or receive illegal or unlawful monetary gifts or other compensation to obtain business, private benefits, or benefits for customers, agents, or suppliers.

03

GDR professionals do not discriminate against anyone based on age, gender, sexual orientation, race, or political or religious beliefs, and are expected to adhere to these guidelines for integrity and professionalism. GDR professionals strive to resolve disagreements but turn to internal resources for help should a conflict emerge.

04

GDR professionals are supported in their right to free trade union organisation and other forms of democratically elected employees' representation. GDR professionals' representatives are involved in developing and maintaining sustainable business practices.

05

GDR professionals honour contracts and assigned responsibilities, including the intellectual property rights of others as well as keep information confidential unless authorised to release it.

06

GDR professionals act environmentally friendly manner in all matters of transportation of both goods and data as well as choose green energy sources whenever possible.

07

Global Data Resources AS, including suppliers and partners, avoids trading partners who have activities in countries that are subject to a trade boycott by the UN and/or the national authorities in e.g. Norway.