



2.13 Fair Competition Policy

1 Purpose

Olympic is committed to fair, open and lawful competition in all markets where we operate. Effective competition supports innovation, customer trust, sustainable development and long-term value creation.

Olympic complies with applicable competition and antitrust laws, including the Norwegian Competition Act and relevant EU/EEA competition rules, and acts in accordance with the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

2 Scope

This policy applies to everyone engaged in any Olympic activity.

3 Statement, principles & commitments

Fair And Lawful Competition

We prohibit any form of anti-competitive behaviour, including price-fixing, bid-rigging, market allocation agreements, and other practices that restrict competition.

No Exchange Of Sensitive Information

Employees must not engage in discussions or agreements with competitors that may violate antitrust laws, including discussions related to pricing, market shares, customer allocations, or boycotting suppliers or customers.

Participation in industry associations or meetings with competitors must be conducted transparently and in accordance with competition law. Agendas must be clear and discussions of pricing, market allocation or future commercial strategy are prohibited.

Fair Market Practices

Olympic competes on the merits of its products, services, and expertise. We do not engage in deceptive, misleading, or unfair market practices intended to distort competition or harm customers, suppliers, or competitors.

Cooperation With Authorities

Olympic will cooperate with competition authorities in accordance with applicable laws and safeguards and will respond to lawful requests for information in a timely and accurate manner.

Protection Of Intellectual Property Rights

Misuse of intellectual property or confidential information may distort competition. Olympic therefore respects the intellectual property rights of others and safeguards its own intellectual property and trade secrets.

Avoidance Of Conflicts Of Interest

Conflicts of interest may undermine fair competition by affecting objective decision-making or enabling improper influence. Conflicts of interest that may affect objective business decisions must be identified, disclosed, and managed.

Compliance Training And Awareness

We will provide regular training and educational programs to management to raise awareness of fair competition principles, antitrust laws, and ethical business practices.

Reporting Violations

Employees are expected to raise concerns about potential competition law violations through designated reporting channels, including Olympic's whistleblowing system.

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Stig Remøy,
CEO