



FRØY

## Political Involvement Policy

Dokumentadministrator: Thea Farstad Blindheimsvik

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## Political Involvement Policy

**Approved by:** Chief Executive Officer

**Executive party:** Head of HR and Administration

### POLICY

Frøy ASA, hereby referred to as Frøy, is a political independent company, with no ties or endorsement of political parties or politicians in any country. Frøy as a company will contribute openly to public debate when relevant and in the interest of the company, to share opinions and insights concerning industry relevant topics.

All employees in Frøy shall act in accordance with Frøy's Ethical Guidelines/Code of Conduct. Through our Code of Conduct, all employees are entitled to partake in democratic political processes, NGO's or other political engagements during their free time, representing themselves as individuals and not as a representative for the company. Frøy employees are not to face any professional consequences due to their personal political opinions or activities.