

Ethical Guidelines

Christian Michelsen Research AS (CMR)

CMR's ethical guidelines apply to board members, leaders, employees, all hired personnel, consultants, agents and others who act on behalf of CMR. When travelling, employees are considered to be representatives of CMR during the entire duration of the stay. It is expected that CMR's suppliers follow ethical standards that are in accordance with CMR's ethical guidelines.

CMR and the society

CMR's employees shall be respectful and understanding of other employees, customers and partners and in our behaviour and attitude we must be tolerant and respectful of other people, cultures and religions.

CMR shall comply with applicable laws and rules in all of its activities. CMR's activities must not contaminate or harm the external environment.

CMR's employees must not participate in activities that involve bribery or corruption. CMR's employees shall not, either for himself nor others, accept - or arrange to accept - gifts, travels, hotel stays, entertainment, discounts, loans or other services or benefits that are suited for, or services that are ment by the donor, to have influence on their services.

Our working environment

CMR shall be respectful of each and every employee. We shall strive to have a strong community and a good culture that makes demands on quality and performance, but which also focuses on care and respect for each person.

When hiring, no person must be excluded due to gender, ethnic affiliation or religion.

We shall have an open culture, where conflicts and problems are handled and resolved as soon as possible. People who report unfortunate internal issues shall be protected from negative consequences.

Bringing in students gives us an obligation to provide them with the follow-up and supervision that they require.

Our work

We shall run our business so that customers, partners and suppliers trust our work and the results of our work.

Our expert services shall be delivered according to the best objective discretion. The results of studies and surveys shall be delivered with the highest level of integrity.

All confidential information that is submitted to CMR must be kept within the company, and must not be passed on to third-parties in any event without the written consent of the owner.

The property of CMR and our customers must only be used for the best of the company and the customer. All employees must handle CMR's and our customers' property with care.

CMR's research shall be performed in accordance with good research practice and with high scientific quality.

All CMR employees are expected to know and relate to the content of the ethical guidelines for science and technology as described at www.etikkom.no.

CMR research shall be conducted according to good research practices and high scientific quality. This implies that:

- Research activities follow recognized standards for good practice such as scientific integrity, and are conscientious and accurate

- Use exploration and assessment methods that are consistent with the criteria for scientific research and ethical credibility
- Other researchers' work and results should be taken into account in a proper manner
- Rights, task sharing and responsibilities should be clarified with all parties in a project. This also applies to copyright issues and rights to research results and materials
- Funding sources and the customer should be known to all participants in a project
- When publishing results, contributions of others shall be respected and follow standards for recognition of authorship and collaboration
- Good administrative practices and control should be emphasized as described in CMR's management system