

Corporate Social Responsibility

NORPLAN is a Norwegian Consulting Company based in Oslo, owned by consulting specialists, Multiconsult and Asplan Viak, that have combined their resources to provide independent consulting services to clients around the world. NORPLAN will enter into contracts on behalf of one of the two partners who will be responsible for the execution.

Neither ourselves nor our owners have any vested interest in manufacturing or contracting and are qualified members of the Association of Consulting Engineers, Norway (RIF) and the International Federation of Consulting Engineers (FIDIC). Our impartiality is of utmost importance to our clients and it guarantees independent and professional advice at all times.

NORPLAN's aim is to generate value for our stakeholders. They cover a wide spectrum of diverse needs and we do all we can to meet them.

Our stakeholders are:

- Customers
- Society
- Shareholders
- Employees

Everyone employed by NORPLAN, at whatever level, must help the company to generate value. Underpinning these efforts, NORPLAN must have clear obligations to and conscious attitudes towards our stakeholders.

Community, Environment and Nature

This document sets out the responsibility that NORPLAN has to the society in which we operate – defined as our Corporate Social Responsibility.

Dialogue with the Community

NORPLAN neither wants to nor is able to operate without being affected by society around us. It is therefore important that we listen to people and remain open to new perspectives. At NORPLAN, we aim to be constantly learning, and developing. This means that we must make the most of our experiences, be open to new ideas and impulses, and be willing to reassess former attitudes and beliefs.

Equality - a value that we strive for both internally and with our partners - must be based on open, honest and continuous communication. Engaging in unambiguous and sincere dialogue demonstrates respect for our customers and partners, as well as our willingness to collaborate.

The Environment and Nature

NORPLAN wants to drive its social responsibility programme by developing an environmentally responsible culture among all our employees. This culture will permeate throughout the company, bringing a positive approach to the running of company and the implementation of our projects.

In our daily activities we will do our best to use resources efficiently and be conscious of the materials and equipment that we buy. Recycling shall be used wherever possible. The purchase of disposable items shall be limited, and we will use green products when and where they are available and suitable for our purposes.

As consultants and designers, NORPLAN employees work hard to provide advice and recommendations to our partners and customers on selecting and using materials and choosing solutions that minimise negative impacts on the environment and nature. We always ensure that we look at these

International Involvement

questions in the early stage of a project to ensure that environmental measures can be taken in such a way that they do not seriously harm the integrity or aesthetics of the project.

If NORPLAN is operating in, or close to, vulnerable zones, such as wildlife or nature reserves or other protected areas, we aim to engage in dialogue with the authorities and other groups responsible for safeguarding the local flora and fauna. Of course, the client is always at the heart of these activities.

International Involvement

Globalisation is bringing about swift changes and economic development around the world. Rightly, this has led to greater attention being paid to the international corporate social responsibility of companies. National and market regulations, along with voluntary organisations, play an important role in encouraging and helping businesses to meet these responsibilities.

NORPLAN's operations are international, and we have ambitious targets for growth. This means that we must have clear approach to our international dialogue and involvement, highlighted through specific actions, and must positively contribute to the lives of the people and environments in which we operate.

Our own global activities sit comfortably alongside and support Norway's international aspirations - to combat poverty and support sustainable development. NORPLAN's own expertise means we are ideally positioned to help ensure that our diverse range of infrastructure projects is developed in an environmentally friendly and sustainable way. When carrying out these international projects, NORPLAN endeavours, whenever possible to make use of the local workforce. This helps to increase the transfer of expertise and experience from projects to the local community, to develop long-term, sustainable skills.

Combating Corruption Responsibility to the Local Community

In our international activities, NORPLAN always aims for positive and constructive dialogue with the authorities and stakeholders in the country or region. We shall also work closely with them on how to deal with political issues. Strong communication with stakeholders throughout the project process helps to avoid unforeseen situations.

Combating Corruption

Corruption occurs both in developed and developing nations. It undermines democracy and stifles the growth of an efficient market economy. On a personal level, corruption affects the poorest in society most, preventing development and hindering the battle against poverty.

Norway has a clear attitude towards corruption both nationally and internationally.

NORPLAN also wishes to take a clear stand on corruption and it is at the heart of our commitment to operate with high ethical principles and standards. It is a question of integrity and of our perception of our business and employees as a reliable and trustworthy player in the market.

This document on “Corporate Social Responsibility at NORPLAN” is not a final record of our ethical philosophy. Because our world around us is constantly changing, it will be revised to suit the developing landscape. As new experiences and information reveal themselves or when issues arise that are not covered by the document, we will constantly convey our new positioning to all our stakeholders.

Responsibility to the Local Community

NORPLAN will focus on creating safe and valuable jobs for our employees. Any necessary restructuring will be carried out in close cooperation with our staff members, and the needs of each individual shall be taken into consideration as a result of any changes to their working environment.

Doing Business in Conflict Zones

Human Rights

When NORPLAN is involved in projects that could affect particularly vulnerable areas, we shall aim to work closely with local and regional authorities, in order to find solutions that safeguard the local community and the people who live there.

Doing Business in Conflict Zones

In recent years there has been a great deal of focus on the role of businesses in conflict zones, and it is important for NORPLAN to have a properly considered and responsible policy for when we operate in these regions of the world. NORPLAN shall proactively attempt to limit the negative political and social consequences of our activities and presence in such areas. We must ensure that we do not help to support illegitimate regimes through our presence and actions.

Commercial activities in conflict zones should aim to improve the living standards of the local population. Such activities shall be carried out in accordance with the Norwegian government's guidelines. In borderline cases, we shall ask the advice of the Norwegian Ministry of Foreign Affairs along with the embassy in the relevant area.

The safety of our operations and our employees in conflict zones shall comply with the general safety rules that apply to NORPLAN at any given time. In general, employees should inform the Norwegian authorities of their presence and activities, and follow the recommendations and advice of the Ministry of Foreign Affairs and the embassy in the region.

Human Rights

When NORPLAN is operating in parts of the world where human rights are threatened, we must be particularly careful.

Human rights is a complex field. There are no easy solutions and answers as to how our company should act in situations where human rights are

Health, Safety and the Environment

threatened or broken. As a Norwegian company working internationally, where there are question marks about a country's commitment to upholding human rights, a general guideline is that we shall follow the recommendations of the Norwegian government.

In addition to the political authorities, we should make use of the important advice and information that Norwegian business confederations, trade unions and voluntary organisations involved in human rights issues have to offer.

Health, Safety and the Environment

The way in which NORPLAN's activities and work processes are implemented is a direct result of our need to both meet and exceed Health, Safety and Environmental (HSE) legislation.

In principle, HSE at NORPLAN can be split into two areas:

- HSE relating to internal regulations
- HSE during commissions

When implementing commissions, our work processes shall always include HSE assessments, and we will always carry out structural and safety evaluations of the chosen designs.

HSE is the responsibility of managers, but the whole organisation must be conscious of the challenges that exist in relation to HSE issues. We shall work to realise the highest standards of HSE philosophy and goals. We will strive to come up with designs that meet or exceed the requirements that we have been set today to make our project successful long into the future.

Norway / Head Office

NORPLAN

Nedre Skøyen vei 2

N-0276 Oslo

Norway

Tel.: + 47 21 58 5000

Fax.: +47 21 58 5001

norplan@norplan.com

www.norplan.com

Dar Es Salaam / Tanzania

NORPLAN Tanzania Ltd.

Plot 127, Mafinga Street

P.O. Box 2820, Dar es Salaam

Tanzania

Tel: +255 22 266 8090/7020/6236

Fax: +255 22 266 8340

E-mail: admin@norplantz.org

Kampala / Uganda

Newplan Ltd.

Consulting Engineers and Planners

Crusader House, 3 Portal Avenue

P.O. Box 7544, Kampala

Uganda

Tel: +256 414 340 243/4/5

Fax: +256 414 257 861

Email: info@newplan.ug